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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee

KAY GULBENGAY  
President

JULIE SOO  
Vice President

CAROLENE MARKS  
Commissioner

KATHERINE MUNTER  
Commissioner

REBECCA PROWDY  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## REVISED COMMISSION MEETING AGENDA

Wednesday, January 26, 2011

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

GOVERNMENT  
DOCUMENTS DEPT

JAN 27 2011

### Roster:

President Kay Gulgengay  
Commissioner Katherine Munter  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Carolene Marks  
Commissioner Andrea Shorter

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*Total Estimated Meeting Time: 1 hour 38 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

DISCUSSION/ACTION 2 min.

### II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from December 10, 2010.

*Action: To approve draft minutes from December 10, 2010.*

DISCUSSION/ACTION 5 min.

### III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION 20 min.

#### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. Introduction of the City Attorney Alicia Cabrera

2. Status Update on Calvert Memorandum of Understanding, Senior Gender Policy Analyst Anu Menon

Executive Director Murase

### IV. CONSENT AGENDA

DISCUSSION/ACTION 15 min.

All matters listed hereunder constitute a *Consent Agenda* and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

*Action: To approve the Consent Agenda.*

A. Resolution Recognizing the Centennial of Women's Suffrage in California

B. Resolution Recognizing Amanda Heier for Her Tenure at the Mary Elizabeth Inn

C. Resolution Recognizing Judith Klain for Her Service to the City and County of San Francisco

D. Resolution Recognizing Dianne M. Easton On the 25<sup>th</sup> Anniversary of Leadership San Francisco

E. Resolution Recognizing Lisa Caper for Her Tenure at the Dream House

F Approval of LaMell Perkins to Serve on the Justice and Courage Oversight Panel

V. NEW BUSINESS

A. Comprehensive Report on Family Violence in San Francisco

20 min.

1. Laura Marshall, Fiscal and Policy Analyst, Department on the Status of Women
2. Karen Royle, Executive Director, Department of Child Support Services
3. Beverly Upton, Executive Director, Domestic Violence Consortium and Co-Chair of the Family Violence Council

B. FY2011-2012 Proposed Budget

20 min.

Commissioners will review the proposed budget for FY11-12.

Action: To adopt the budget for FY11-12.

C. Commission Roles Duties

10 min.

President Gulbenkian will lead a discussion about Commission roles, duties.

Action: To include Commission reports at Commission meetings on a regular basis.

VII. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

VIII. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting.

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### Members Present

President Kay Gulgengay  
Vice President Julie Soo  
Commissioner Katherine Munter  
Commissioner Andrea Shorter  
Commissioner Stephanie Simmons

### Staff Present

Executive Director Emily Murase, PhD  
Fiscal Policy Analyst Laura Marshall  
Senior Gender Policy Analyst Anu Menon  
Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez  
Korean Fellow Sook Ja Kim  
Graduate Intern Katherine Ray  
Graduate Intern Fatemah Simmons

Excused: Commissioner Carolene Marks and Rebecca Prowda

### I. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:05 pm and gave welcoming remarks. President Gulgengay welcome welcomed newly appointed Commissioner Stephanie Simmons.

Action: To approve the meeting agenda.

m/s/c (*Unanimous*)

No public comment.

### II. APPROVAL OF MINUTES

President Gulgengay asked Commissioners to review the minutes from December 10, 2010.

Commissioner Soo provided edits.

Action: Approve amended minutes from December 10, 2010.

m/s/c (Soo/Munter/*Unanimous*)

No public comment.

### III. EXECUTIVE DIRECTOR'S REPORT

#### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. Dr. Murase welcomed Commissioner Stephanie Simmons to the Commission. Dr. Murase welcomed UC Berkeley Goldman School of Public Policy Intern Fatemah Simmons, and UC Berkeley School of Social Work Intern Katherine Ray. Dr. Murase introduced Sook Ja Kim, Director of the Family Policy Division, Ministry of Gender Equality & Family in Korea who will be with the Department for an 18-month fellowship. Ms. Kim will be joining Department staff in New York in February to attend the United Nations Commission on the Status of Women meetings. The Department is hosting 2 presentations:

- *Violence Against the Girl Child – Responses to Family Violence and Human Trafficking*
- *How Women Learn to Earn from Rural Panama to the Schools of Oakland, CA to the Factories of Korea.*

Dr. Murase and Ms. Kim attended the Working Families Policy Summit in Sacramento, sponsored by the California Center for Research on Women and Families.

Dr. Murase announced that the Request for Proposal for the next 3-year grant cycle, 2011-2014, was released this week and will be due on February 25. A bidder's conference is scheduled for February 1. The Department is seeking community members to serve on the review panel for each of the 6 funding categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, and Transitional Housing. She welcomed recommendations for panelist from Commissioners.

Dr. Murase reported that, in December, Senior Gender Policy Analyst Anu Menon and Policy Director Ann Lehman held a conference call with the Australian government about a potential collaboration, and on the Departments CEDAW work and the Gender Equality Principles Initiative.

Fiscal Policy Analyst Laura Marshall reported that the San Francisco Collaborative Against Human Trafficking (SFCAHIT) is sponsoring a variety of events that began on January 11 and will wrap up with a final event in mid February. Ms. Marshall reported attending training on the response to human trafficking within law enforcement and the community. The Department and UNIFEM will be co-hosting a lecture and film screening on the 21<sup>st</sup> century slave trade on Friday, January 28 and welcomed Commissioners to attend. There is also an exhibit at the San Francisco Main Library that will be on display until March 3, called *Modern Day Slavery*. On February 7, there will be panel discussion at UC Hastings to discuss forms of relief for survivors of trafficking. Ms. Marshall also announced that the Modern Day Abolitionist Award Ceremony will be held at the film screening of *The Dark Side of Chocolate* on Friday, February 11.

Commissioner Soo expressed her concern over an article in the *San Francisco Examiner* at the University of San Francisco Campus about the fingerprinting of anyone filing a police report. In one case, there was a woman who filed a domestic violence report and is now in the process of being deported. Ms. Marshall welcomed Commissioners to attend the panel discussion that would discuss that exact topic.

Dr. Murase announced that the 2011 International Women's Day Summit will be held on Tuesday, March 8 at the Kabuki Hotel. Commissioner Andrea Shorter explained her enthusiasm for this upcoming event. The organizing partners are meeting and discussing possible panels, including one on the feminization of water politics.

Finally, Dr. Murase met with staff from the City's Administrator's Office to discuss completion of a centralized database with information on City Commissions and Taskforces. The data would include vacancies, and terms for all City Commissions and Taskforces. San Francisco is on the cutting edge of encouraging public participation. Dr. Murase acknowledged President Gubengay's contribution to ensuring that the Board of Supervisors appointment information stayed current.

Commissioner Shorter requested that the Department keep recently appointed Attorney General Kamala Harris' office apprised of the work being done on human trafficking. SFCAHIT has had great conversations Attorney General Harris and she would like to be kept in the loop with anything that can help her and her administration make strides forward on human trafficking. Dr. Murase reported that, in 2005, then-District Attorney Harris teamed up with Assemblymember Sally Leiber to enact the first Anti-Trafficking Act in California, making human trafficking illegal, in 2005.

## **1. Introduction of the City Attorney Alicia Cabrera**

## **2. Status Update on Calvert Memorandum of Understanding**

Both agenda items were handled simultaneously. Dr. Murase introduced City Attorney Alicia Cabrera who has been with the City for 5 years and working with the Department for the past 2 ½ years. President Gubengay explained that she requested an update on the status of the Department's Memorandum of Understanding (MOU) with Calvert Group, Ltd. since questions arose at the Commission retreat in December.

Senior Gender Policy Analyst Anu Menon explained that the Department's MOU with Calvert on the Gender Equality Principles Initiative materials (GEP) and website is up for renewal in March. The Calvert Women's Principles (CWP) are the basis of the Gender Equality Principles (GEP). The GEP was created jointly by Calvert and the Department on the Status of Women and, as such, is jointly owned by both entities. The Department has partnered with Calvert for the past 3 years on the GEP. As part of this work, we jointly developed a website tool where companies can go to evaluate how gender equitable the workplace is. The MOU was developed to clarify the ownership interests in the GEP tools, including the website. At the outset, the Department worked closely with City Attorney Miriam Morley, based on guidance from

President Gulbengay. When it came to working on the language of the MOU, the Department worked very closely with Aiden Varah, whose specialty is intellectual property. Ms. Menon and Policy Director Ann Lehman, who are both trained attorneys, worked with the City Attorney's Office staff in developing the MOU that was executed in June 2010.

Dr. Murase reported that, in August 2010, she met with President Gulbengay, Commissioners Soo and Munter, Ms. Menon, and City Attorney Adine Varah to review the MOU and discuss potential changes to be made upon renewal. There were 3 areas of clarification requested by Commissioner Soo and responded to, as follows:

- Calvert provided an organization chart to ensure transparency and to confirm the Calvert did not have a separate consulting arm that could profit from the GEP.
- The MOU clarified ownership of the GEP, including the website and related materials. The GEP principles are co-owned and co-copywritten by Calvert and the Department. The website is owned by the Department.
- A definition page was developed to ensure that terms used in the MOU were clear and concise.

Dr. Murase acknowledged Commissioner Soo and Munter, and President Gulbengay for their assistance on the MOU and with the City Attorney's Office. Dr. Murase highlighted Commissioner Soo's effort in conducting a line by line analysis and raising the concerns she encountered. Commissioner Soo explained that, as a Commissioner, she has the power of inquiry which she decided to exercise, and as a California licensed attorney, she has the duty to inquire. While normally, MOU approval does not fall within the Commission's purview, she inquired if Commissioners can review unusual MOU's.

Ms. Cabrera explained that according to the City Charter, the entire Commission sets policy. While there is the power of inquiry, no single Commissioner can take action alone. It is up to the full Commission to set a policy for department. If there is no precedent for reviewing a specific MOU, the Commission can set a policy directive for the Department Head or give parameters or guidelines. Commissions set up specific parameter. For example, if a contract goes over a specific amount, then the Commission would have to review it. Ms. Cabrera also announced that since Ms. Varah would be on leave, that she will be the one to continue to work with the Department.

Ms. Menon explained that Ms. Varah worked closely with the Calvert Attorney to address Commissioner Soo's concerns. Commissioner Munter wanted clarification on whether edits to the original MOU would have to be approved by the Commission. Ms. Cabrera explained that this would be a policy decision that the Commission would have to adopt.

Commissioner Shorter explained that the Department is thankful for the partnership with Calvert and the great work that come from it. Commissioner Shorter requested clarification whether the conduct of any commission that has attorneys on it would put a Commissioner in jeopardy with the Bar Association. Commissioner Shorter requested clarification with regards to this specific MOU. Ms. Cabrera explained that she prefers not to give conflict advice in a public forum. Each case would be fact specific and individualized. A meeting could be set up with the Commissioner who has questions that would address who the MOU is addressing and the appropriated role of the Commissioner. Ms. Cabrera offered to meet with individual Commissioners and discuss his/her situation and advise accordingly. Ms. Cabrera will follow up with Commissioner Shorter.

President Gulbengay thanked Ms. Cabrera for her work with the Department and her continued support. President Gulbengay explained that the Department relies on the expertise and knowledge of the City Attorney. For a future agenda item, President Gulbengay will request someone from the Ethics Commissions to make a presentation at a future Commission meeting.

#### **IV. CONSENT AGENDA**

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*Action: To approve the Consent Agenda.*

- A. Resolution Recognizing the Centennial of Women's Suffrage in California
- B. Resolution Recognizing Amanda Heier for Her Tenure at the Mary Elizabeth Inn

- C. Resolution Recognizing Judith Klain for Her Service to the City and County of San Francisco
- D. Resolution Recognizing Dianne M. Easton On the 25<sup>th</sup> Anniversary of Leadership San Francisco
- E. Resolution Recognizing Lisa Caper for Her Tenure at the Dream House
- F. Approval of JaMel Perkins to Serve on the Justice and Courage Oversight Panel

**Action: To approve the Consent Agenda.**

m/s/c (Munger/Soo/Unanimous).

Dr. Murase explained how essential Ms. Caper has been at Dream House one of the newer agencies funded by the Department. Ms. Caper expressed appreciation for being acknowledged by the Commission.

Kathy Black, Executive Director of La Casa de las Madres, expressed her support for the appointment of JaMel Perkins to the Justice and Courage Oversight Panel.

Ms. Black expressed her pleasure in working with Amanda Heier former Director of the Mary Elizabeth Inn (MEI). During her tenure, Ms. Heier made a difference in the lives of many different women. Currently there are 165 women housed at MEI.

Beverly Upton, Executive Director of the Domestic Violence Consortium, echoed Ms. Black's sentiments and looks forward to working with Ms. Perkins on the Oversight Panel and continuing to make progress.

Ms. Perkins thanked everyone for their support and explained that she brings 20 years of experience to the Oversight Panel and looks forward to working with the Oversight Panel.

Dr. Murase also announced that the Board of Supervisors passed a resolution, introduced by Supervisor Malia Cohen, to mark the 100<sup>th</sup> Anniversary for Women's Suffrage.

## **V. NEW BUSINESS**

### **A. Comprehensive Report on Family Violence in San Francisco**

#### **1. Laura Marshall, Fiscal and Policy Analyst, Department on the Status of Women**

Ms. Marshall explained that the Family Violence Council produced the report, *Comprehensive Report on Family Violence in San Francisco, 2010* which has now been released as is available at the Department website. The report is a comprehensive review of data showing scope of family violence in SF including Criminal Justice, City Medical and Social Services, County Protective Agencies, Community-Based Organizations. The report highlights a multitude of access points and help-seeking patterns, not an exact number of victims. The 2010 report includes:

- Expanded child welfare information
- Unified School District statistics
- Family Court restraining order statistics
- Child Support Services and CalWORKS data
- Elder Financial Abuse information
- 3-year trends for most indicators.

Ms. Marshall shared various data from the Criminal Justice Agencies. Ms. Marshall explained that one great accomplishment is being able to gather data on stalking calls now that there is a 911 call code for stalking related calls, which was not the case before October 2008. San Francisco County's Family Violence Council is the first to include child abuse and elder abuse. Data was shared on Family and Children Services, Adult Protective Services, City Social Services, the San Francisco Unified School District, and Community-based services. Ms. Marshall explained that after evaluating the data the Council provided a variety of recommendations and will continue to work with the various partners to implement the recommendations.

## **2. Karen Roye, Executive Director, Department of Child Support Services**

Ms. Roye thanked the Family Violence Council for their work on the report and the support of Department staff. Ms. Roye explained how the Report is a valuable tool, providing a wider perspective in family violence. At the Department of Child Support Services (DCSS) case workers often deal with victims of domestic violence and receive training annually on how to work with victims, which in the majority of cases are women. Ms. Roye explained that her agency seeks to empower parents to provide economic support for their children. DCSS works with custodial parents to ensure that children and families receive financial support. Mr. Roye explained that abusers use control of money, resources, housing, custody, and other necessities to maintain control and often make it difficult for a victim to leave. Once a victim leaves and they seek social services they must identify the non-custodial parent and the City will pursue child support from that individual. If the client states that this will be put into a dangerous situation, DCSS will keep track of the information, but will not proceed with the child support case. Personal contact information in domestic violence cases is automatically redacted to ensure a client safety. If a client has to attend court proceedings, arrangements can be made to attend by being on the phone or in another room. DCSS works to gain support from the non-custodial parent at a reasonable amount, and to ensure that the child is being financially supported but also to ensure that the parent will be able to support him or herself. There are many obstacles to secure child support including incarceration, lack of stable housing, earning only minimum wage.

The Family Violence Council has served as a conduit to learn what other services are being provided by other departments and agencies. It has also provided information for referrals for clients, the opportunity to learn of various trainings, and to build relationships with other departments and agencies. The Report is the first step in evaluating the data and is a work in progress. It serves as a valuable tool to see what the problems are, who are the victims, and how can we help them.

## **2. Beverly Upton, Executive Director, Domestic Violence Consortium and Tri-Chair of the Family Violence Council**

Ms. Upton thanked the Commission and Department for their support and expressed how Ms. Roye's leadership has been stellar. Ms. Upton reported on the huge leaps in progress that have been made from having all interested parties around the table as a part of the Council. The Council has brought together leaders who have not previously worked together. The Council will continue to seek partnerships from stakeholder organizations including the courts and the school district. Ms. Upton thanked all participants in developing the Report that will serve as a tool to show what is actually going on in the City, what services are being provided, and what services continue to be needed.

President Gulgengay excused herself at 6:35 pm, and requested that the record show her vote to not approve the proposed budget.

## **B. FY2011-2012 Proposed Budget**

Commissioners reviewed the proposed budget for FY11-12. Dr. Murase explained that, per budget instructions, she is required to propose budget cuts to the Mayor's Office and must, reluctantly, propose cuts to the Violence Against Women (VAW) Grants program. Dr. Murase explained that the level of staffing has been cut over the years. The proposed cuts must come from general fund allocations. The Department met with the Partner Agencies to discuss the across the board funding cuts, explaining the proposed cuts of 15%.

The Partner Agencies requested that the Commission reject the proposed budget cuts. Roberta Toomer, Executive Director of Woman Inc., thanked the Commission for its leadership. Ms. Toomer explained that agencies continue to provide services to more clients with less funding. Ms. Toomer requested that the Commission reject the recommended cuts.

Vanessa Flores with Asian Women's Shelter, thanked the Commission and Department for their advocacy and support. Ms. Flores requested that the Commission not approve the recommended budget cuts.

Maria Chavez, Executive Director of the Riley Center, thanked the Commission for their support and leadership over the years. Ms. Chavez explained that, in the last year, 3 children have been born to clients of the Riley Center; 3 children who hopefully will be free of domestic violence. Ms. Chavez thanked the Commission and Department for the Family Violence Council report as it serves as evidence and captures the work for the Partner Agencies. Ms. Chavez asked the Commission to reject the proposed cuts.

Janelle White, Executive Director with San Francisco Women Against Rape, acknowledged the Commission for historically supporting the Partner Agencies and not supporting the proposed budget cuts. Ms. White expressed her concern of how the proposed cuts would affect clients. The Partner Agencies continue to serve more clients at less funding levels.

Imelda Herrera, with the Mission Neighborhood Centers RAICES program, explained how many youth are benefiting from the services they are providing. Funding from the Department has provided clients with educational trips and college tours. Ms. Herrera asked the Commission to reject the proposed budget cuts.

Rachel West with Women in Dialogue requested the Commission not approve the proposed budget cuts.

Amy Yu with APA Family Services thanked the Commission and Department for their support of women and domestic violent victims. Ms. Yu urged the support of the Partner Agencies and a no vote on the proposed cuts.

**Action: To reject the budget for FY11-12.**  
**m/s/c (Shorter/Simmons/Unanimous).**

#### **C. Commission Roles/Duties**

Vice President Soo requested this item be continued at the February Commission meeting.

**Action: To include continue this agenda item to the February Commission meeting.**

**m/s/c (Munter/Simmons/Unanimous).**

#### **VII. PUBLIC COMMENT**

Vice President Soo expressed her concern on the issue of finger printing in relation to Immigration and Customs Enforcement's (ICE) Secure Communities program where the finger prints are used for deportation purposes. If that practice continues it will have a chilling effect in reporting violence.

Ms. Upton explained that she has been asked to be a part of the victim services transition team and is bringing forward the concerns of Commissioner Soo. Ms. Upton explained that people are being fingerprinted at the time of arrest and not at conviction. The fingerprints are being reported the ICE within minutes of being fingerprinted. The fingerprinting program is an option for each state and California has opted in. The team Ms. Upton will be working with is looking at how California can get out of this federal requirement. This process is also affecting teens that are picked up by the Police and, in some cases, the teens are being detained out of state.

#### **VIII. ADJOURNMENT**

**Action: Motion to adjourn.**

**m/s/c (Shorter/Munter/Unanimous)**

The meeting adjourned at 7:15 pm

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*Total Estimated Meeting Time: 1 hour 13 minutes*

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Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

DISCUSSION/ACTION

2 min.

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10 min.

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Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). \*Executive Director Murase will be at the United Nations this week. Acting Department Head Carol Sacco will be available to answer any questions about the Report.

#### B. Report from Eugene, Oregon

Policy Director Ann Lehman will report on the human rights training that she and Senior Policy Analyst Anu Menon conducted in Eugene, Oregon.

### IV. CONSENT AGENDA

DISCUSSION/ACTION

10 min.

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*Action: To approve the Consent Agenda.*

- A. Recognizing the 2011 Women's History Month Honorees
- B. Resolution Recognizing N'Tanya Lee of Coleman Advocates
- C. Resolution Recognizing the Life of Bob Zimmerman

- D. Resolution Recognizing Shelley Bradford-Bell on the Occasion of International Women's Day
- E. Resolution Recognizing Laura Marshall
- F. Resolution Recognizing Nancy Goldberg, Recipient of the Lantos Humanitarian Award
- G. Resolution Recognizing the Life of Carolene Marks

## V. NEW BUSINESS

### A. Welcome to New Partner Agency Executive Directors

- 1. Holly Pederson, Dream House
- 2. Monica Walters, Cameron House

10 min.

## XI. OLD BUSINESS

### A. Commissioner Roles and Duties

30 min.

#### 1. Ethics Commission Presentation

John St. Croix, Executive Director of the Ethics Commission, will provide an overview of Commissioner roles.

#### 2. President Gulgengay will lead a discussion about Commissioner duties.

**Action:** To include Commissioner reports at Commission meetings on a regular basis.

## VII. PUBLIC COMMENT

### DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT

### ACTION

1 min.

Adjourn the meeting in the memory of Bob Zimmerman, the late husband of Policy Director Ann Lehman, and in memory of the late Commissioner Carolene Mark.

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee

KAY GULBENGAY  
President

JULIE SOO  
Vice President

KATHERINE MUNTER  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING MINUTES

Wednesday, February 23, 2011

5:00 PM

City Hall, Room 408  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

GOVERNMENT  
DOCUMENTS DEPT

MAR 25 2011

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### Members Present

President Kay Gulgengay  
Vice President Julie Soo  
Commissioner Rebecca Prowda  
Commissioner Katherine Munter  
Commissioner Stephanie Simmons

### Staff Present

Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez

Excused: Commissioner Andrea Shorter

### I. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:08 pm and gave welcoming remarks. She announced that Executive Director was in New York attending the United Nations Commission on the Status of Women meeting and the NGO Parallel Sessions and would provide a report at the March Commission meeting. President Gulgengay requested that the Consent Agenda item recognizing Laura Marshall and the report on the Eugene, Oregon training be carried over to the March meeting.

Action: To approve the amended meeting agenda.

m/s/c (Soo/Prowda/Unanimous)

No public comment.

### II. APPROVAL OF MINUTES

President Gulgengay asked Commissioners to review the minutes from January 26, 2011.

Action: Approve minutes from January 26, 2011.

m/s/c (Prowda/Soo/Unanimous)

No public comment.

### III. EXECUTIVE DIRECTOR'S REPORT

#### A. Executive Director's Report

President Gulgengay directed Commissioners to Dr. Murase's written report. Grants Administrator Carol Sacco, serving as Acting Department Head, was available to answer any questions. President Gulgengay announced that the Department and Commission will partner with the members of the Board of Supervisors and the Mayor to celebrate Women's History Month on March 15 at 3:30 pm at the Board Chambers.

### IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

Recognizing the 2011 Women's History Month Honorees

- A. Resolution Recognizing N'Tanya Lee of Coleman Advocates
- B. Resolution Recognizing the Life of Bob Zimmerman
- C. Resolution Recognizing Shelley Bradford-Bell on the Occasion of International Women's Day
- D. Resolution Recognizing Nancy Goldberg, Recipient of the Lantos Humanitarian Award
- E. Resolution Recognizing the Life of Carolene Marks

**Action: To approve the Consent Agenda.**

m/s/c (Soo/Simmons/Unanimous).

Darian Heyman expressed his gratitude to the Commission for acknowledging the work of Bob Zimmerman. Mr. Heyman explained that Bob Zimmerman helped further many individuals and organizations in their goals and helped raise funds for many non-profits

N'Tanya Lee of Coleman Advocates thanked the Commission for acknowledging her work with Coleman Advocates. Ms. Lee explained how important and vital services are for the Southeast Sector of the City.

Commissioners expressed their sorrow for the loss of Commissioner Marks, stating that she was a prominent influence in San Francisco and will be greatly missed.

**V. NEW BUSINESS**

**A. Welcome to New Partner Agency Executive Directors**

**1. Holly Pederson, Dream House**

Holly Pederson, thanked the Commission for their continued support and explained that Dream House helps single mothers transition from a shelter to self-sufficiency. Dream House has a 12-18 month program that currently serves 8 women survivors of violence.

**2. Monica Walters, Cameron House**

Monica Walters, Executive Director of Cameron House explained that Donaldina Cameron House is a muti-service agency located in Chinatown serving the Asian communities in the City. The agency provides leadership development, education, and advocacy to fully empower their clients. Ms. Pederson invited Yulanda Kwong, Social Service Department Director, to provide an overview of the various programs Cameron House currently provides. Ms. Kwong gave a historical overview of Cameron House and explained how Ms. Cameron established Cameron House to rescue women from domestic slavery. Ms. Walters welcomed the Commission to visit the organization

Commissioners stated that they will join forces with the Partner Agencies to ensure that the vital services they are providing remain fully funded. The Commissioners will be meeting with members of the Board of Supervisors in the next few weeks.

Beverly Upton, Executive Director of the Domestic Violence Consortium, Sally Al-Daher, Executive Director of the Arab Cultural Center, Yulanda Kwong with Donaldina Cameron House, Monica Chavez with the Reilly Center, and Embery Cross with the Cooperative Restraining Order Clinic thanked the Commission and presented the Commission with flowers and a card of appreciation for their support.

**VI. OLD BUSINESS**

**A. Commissioner Roles and Duties**

**1. Ethics Commission Presentation**

John St. Croix, Executive Director of the Ethics Commission, provided an overview of Commissioner roles and responsibilities. Mr. St. Croix reviewed the following:

- Conflicts of Interest and Governmental Ethics
- Political Reform Act
- Ethics Rules Governing City Officers and Employees
- California Government Code § 1090
- San Francisco Campaign and Governmental Conduct Code (C&GCC)
- Statement of Incompatible Activities
- Obligations, Enforcement, and Penalties

Mr. St. Croix explained that Commissioners are responsible for taking the Ethics training every 2 years and submitting a Statement of Economic Interest Forms each year that are due on Friday, April 1.

Commissioners asked if they receive a ticket to a luncheon, it is considered a gift. Mr. St. Croix explained that the nominal value of the meal is the actual value of the gift. Mr. St. Croix also explained that some elected officials may have to attend events as a part of their responsibilities.

Commissioners requested clarification on departments that have a fundraising arm, what the relationship is between the two. Mr. St. Croix explained that staff is allowed to assist in the further cause of the Department and if the fundraising arm supports those efforts, then staff can participate or assist with that progress. Also, if the Department is given a gift from that fundraising arm, it is solely at discretion of the Executive Director of how those funds are used.

Commissioners thanked Mr. St. Croix for providing the training and insightful information to the Commission.

2. President Gulgengay led a discussion about Commissioner duties. President Gulgengay explained that in the past, Commissioners have reported on various projects they oversee and would like to recommend reinstating reports.

**Action: To include Commissioner reports at Commission meetings on a regular basis.**  
m/s/c (Munter/Soo/Unanimous).

## VII. PUBLIC COMMENT

Andrea with Mujeres Unidas y Activas thanked the Commissioners for their support.

## VIII. ADJOURNMENT

**Action: Motion to adjourn in the memory of Bob Zimmerman, the late husband of Policy Director Ann Lehman and in memory of the late Commissioner Marks.**

m/s/c (Munter/Soo/Unanimous)

The meeting adjourned at 6:35 pm

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City and County of San Francisco

# Commission on the Status of Women

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STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

GOVERNMENT  
DOCUMENTS DEPT

MAR 25 2011

Wednesday, March 23, 2011

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

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### Roster:

President Kay Gulgengay

Commissioner Katherine Munter

Commissioner Andrea Shorter

Vice President Julie Soo

Commissioner Rebecca Prowda

Commissioner Stephanie Simmons

*Total Estimated Meeting Time: 1 hour 48 minutes*

### I. CALL TO ORDER/AGENDA CHANGES

DISCUSSION/ACTION

2 min.

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

### II. APPROVAL OF MINUTES

DISCUSSION/ACTION

5 min.

Explanatory document – Draft Minutes from February 23, 2011.

*Action: To approve draft minutes from February 23, 2011.*

### III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

5 min.

#### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

#### B. Report from Eugene, Oregon

5 min.

Policy Director Ann Lehman and Senior Policy Analyst Anu Menon will report on the human rights training that they conducted in Eugene, Oregon.

#### C. Report from the UN Women Empowerment Principles Conference

5 min.

Policy Director Ann Lehman will report on her presentation at the UN Global Compact meeting held in New York.

#### D. Report from the United Nations Commission on the Status of Women

10 min.

Dr. Murase will provide a report on the trainings she conducted in New York at the UN Parallel Sessions.

*Action: To approve a Resolution on Hosting the UN 5<sup>th</sup> World Conference on Women 2015 in San Francisco*

### IV. CONSENT AGENDA

DISCUSSION/ACTION

10 min.

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*the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

**Action: To approve the Consent Agenda.**

- A. Resolution Recognizing Laura Marshall
- B. Resolution Recognizing Katie Albright for Child Abuse Prevention Month
- C. Resolution Recognizing Captain Sylvia Harper, San Francisco Police Department
- D. Resolution Recognizing Vicki Hennessey, Director of the Department of Emergency Management

**V. NEW BUSINESS**

**DISCUSSION/ACTION**

- A. Violence Against Women Grant Allocations for FY11-14

*60 min.*

**1. Funding Committee Recommendations**

Based on input from the VAW Review Panel, the VAW Funding Committee will submit recommendations for the VAW Prevention and Intervention Grants Program for the 2011-2014 funding period.

**2. Public Comment**

Public comment will be limited to 2 minutes per speaker. Please complete a speaker card, although your name is not required.

*Action: To approve the funding allocation of the VAW Grants Program for the 3-year funding cycle FY11-14.*

**VI. PUBLIC COMMENT**

**DISCUSSION**

*5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VII. ADJOURNMENT**

**ACTION**

*1 min.*

Adjourn the meeting.

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EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING MINUTES

Wednesday, March 23, 2011

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

### Members Present

President Kay Gulgengay  
Vice President Julie Soo  
Commissioner Rebecca Prowda  
Commissioner Andrea Shorter

### Staff Present

Executive Director Emily Murase  
Policy Director Ann Lehman  
Senior Gender Policy Analyst Anu Menon  
Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez

### I. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:08 pm and gave welcoming remarks.

Action: To approve the meeting agenda.

m/s/c (Soo/Prowda/Unanimous)

No public comment.

### II. APPROVAL OF MINUTES

President Gulgengay asked Commissioners to review the minutes from February 23, 2011.

Action: Approve minutes from February 23, 2011.

m/s/c (Soo/Prowda/Unanimous)

No public comment.

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### III. EXECUTIVE DIRECTOR'S REPORT

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#### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. Dr. Murase stated that Policy Director Ann Lehman and Senior Gender Policy Analyst Anu Menon's trip to Eugene, Oregon was highly successful. They conducted 3 trainings of city officials, Commissioners, and Department heads to help the city government determine how to implement Eugene's new human rights legislation.

Dr. Murase reported that right before the Commission meeting, the Department held a press conference in partnership with the Police Chief and community advocates to announce 3 key policy reforms: 1) a formal protocol on issuing U-Visas to undocumented domestic violence victims so that they can stay in this country, 2) a formal protocol on the handling of stalking cases, and 3) additional police codes to identify categories of assault including child abuse, domestic violence, and elder abuse.

Dr. Murase reported and thanked Commissioners, staff and members of the Friends Board who joined with the Members of the Board of Supervisors and the Mayor to celebrate Women's History Month that honored women throughout the City who are making a positive impact. Many thanks to President Kay Gulgengay, Vice President Julie Soo, Commissioners Katherine Munter and Andrea Shorter for their participation in this signature event.

## **B. Special Recognition of Kathryn Johnson, San Francisco State University**

Dr. Murase presented a departmental recognition to Kathryn Johnson, Special Assistant to the Dean of the College of Behavioral and Social Sciences, San Francisco State University. Ms. Johnson has been a long-time organizer of Women History Month events at San Francisco State. Ms. Johnson thanked the Department for the acknowledgement and thanked her family and friends who were in the audience to support her. Ms. Johnson asserted that women's issues are human rights issues and should be widely recognized as such. Her work has been to "make the invisible visible."

## **C. Report from Eugene, Oregon**

Policy Director Ann Lehman and Senior Policy Analyst Anu Menon reported on the human rights training conducted in Eugene, Oregon. The training was provided to Commissioners, community leaders, the city's Leadership Academy, city managers, and department heads. The training focused on conducting gender analysis since San Francisco is a model for other cities. Commissioners suggested providing human rights trainings for City employees.

## **D. Report from the UN Women Empowerment Principles Conference**

Ms. Ann Lehman reported on her presentation at the UN Global Compact meeting held in New York. Ms. Lehman explained that the Gender Equality Principles (GEP) Initiative that the Department recently launched have 3 identical Principles that the UN has adopted, explaining that we are moving in the same direction. United Nations Secretary-General Ban Ki-Moon explained that there are currently 167 companies signed on to the UN Women's Principles and he hopes to get 1,000 companies to join. Ms. Lehman asserted that although many places prohibit hiring quotas here in the United States, it would be wonderful if companies could have a succession plan or mentor women to help them move up the corporate ladder.

## **E. Report from the United Nations Commission on the Status of Women**

Dr. Murase provided a report on the trainings she conducted in New York at the UN Parallel Sessions, and introduced the proposal to host the UN 5th World Conference on Women 2015 in San Francisco. Dr. Jean Shinoda-Bolen, a long-time proponent of the 5th World Conference on Women and a distinguished speaker at the UN Parallel Sessions on the topic, provided additional background. Dr. Shinoda-Bolen expressed her appreciation and gratitude to the Commission for taking the first step in approving this resolution. This document can now be taken to local representatives to request their support in bringing this historic conference to San Francisco, historic not just for San Francisco but for women everywhere.

Shelley Bradford Bell thanked the Commission and Department for their support at the March 8th International Women's Day Summit. Ms. Bell expressed how powerful the action is to bring the Conference on Women to San Francisco which will bring women from all over the world to San Francisco for this historic event.

Marilyn Fowler, President of the Women's Intercultural Network (WIN), expressed how excited it is to know that the Commission is taking the first step to bring the Women's Conference to San Francisco. Ms. Fowler explained that WIN representatives were at the most recent UN Women's World Conference in Beijing and now we are coming full circle in bringing the conference to San Francisco.

*Action: To approve a resolution on hosting the UN 5<sup>th</sup> World Conference on Women 2015 in San Francisco.*

**m/s/c (Shorter/Prowda/Unanimous)**

No public comment.

## **IV. CONSENT AGENDA**

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- A. Resolution Recognizing Laura Marshall**
- B. Resolution Recognizing Katie Albright for Child Abuse Prevention Month**
- C. Resolution Recognizing Captain Sylvia Harper, San Francisco Police Department**
- D. Resolution Recognizing Vicki Hennessey, Director of the Department of Emergency Management**

Dr. Murase thanked former staff member Laura Marshall for all of her work at the Department. Ms. Murase explained that Ms. Marshall was instrumental to many of the projects and accomplishments by the Department during her tenure. Ms. Marshall thanked the Commission/Department for the opportunity to work on various projects. She was gratified to be able to see policy changes that will have a lasting and positive impact on enhancing the public safety of women and their children. Commissioners thanked Ms. Marshall for her work and support over the years.

Katie Albright, Executive Director of the Child Abuse Prevention Center, thanked the Commission for the acknowledgement. Ms. Albright thanked her colleague Kathy Baxter who was acknowledged by the Commission last year for her work with the Child Abuse Prevention Council. Ms. Albright explained she is committed to ensuring that the most vulnerable children are safe.

Dr. Murase explained that Captain Sylvia Harper has been instrumental in getting key policy reforms at the Police Department adopted. Ms. Harper thanked her colleagues for their continued support and partnership in making policy changes at the Police Department. Captain Harper shared appreciation to the Commission for the acknowledgement. Commissioner Soo thanked Captain Harper, who will be retiring from the Police Department, for her compassion and years of service.

**Action: To approve the Consent Agenda.**

m/s/c (Shorter/Soo/Unanimous).

**V. NEW BUSINESS**

**A. Violence Against Women (VAW) Grant Allocations for FY11-14**

**1. Funding Committee Recommendations**

The Department received 43 proposals requesting over \$5M in funding. Six Review Panels reviewed the proposals and made recommendations to the Funding Committee which gathered all the feedback to create final recommendations that were presented to the Commission for approval. There were 2 funding scenarios:

- Funding Scenario A accounted for the first required reductions from the Mayor's Budget Office (excluding contingency cuts).
- Funding Scenario B reflected current funding levels.

Dr. Murase recommended that the Commission approve Funding Scenario A for \$2,358,993. Should any additional funds become available, or funds restored during the budget process, those programs/agencies recommended for funding will receive additional funds in an across-the-board allocation. The Commission was asked to vote to approve the Funding Committee's recommendations for the VAW Prevention and Intervention Grants Program for the next three-year cycle. Once the funding decisions were approved, contract negotiations and grant agreements were expected to be concluded for a July 1 start date for services.

Dr. Murase reported that the Commissioners and Department staff have been meeting with members of the Board of Supervisors and the Mayor's Office staff to provide data demonstrating the effectiveness of the Violence Against Women Prevention & Intervention Grants Program. Commissioner Prowda, who sat on the Funding Committee, expressed how impressed she was with the Department and the review panels for their thorough and balanced evaluations of the submitted proposals.

**2. Public Comment**

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed how she was hopeful that the Partner Agencies would get the same amount of funding as this year, stating the importance of keeping the team of agencies funded because they form a strong collaboration that provides vital services.

Danny David, with Lavender Youth Recreation & Information Center, acknowledged the amazing network of services that the Commission has helped by funding the variety of Partner Agencies. Mr. David explained that for every \$1 the Department provides, \$3 is leveraged from other sources. Ms. David reported that, this year, 86 LBTQQ young women have gone through prevention and safety training.

Dr. Erica Faulk, with the Institute on Aging, thanked the Commission for funding vital services to older women. Dr. Faulk reported that 85% of dependent women will become a victim of a violent crime and that is why it is so important to keep funding these important services.

Amy Yu, with APA Support Services, acknowledged the Commission for its continued support and funding.

Heidi Li, with Asian Pacific Islander Legal Outreach, thanked the Commission for its support and providing an array of services to the women of San Francisco.

Maria "Chivy" Hernandez, Program Coordinator with Mujeres Unidas y Activas, thanked the Commission for its continued support. MUA has been able to save and transform the lives of many women, girls and families.

Vanessa Flores, with the Asian Women's Shelter, thanked the Commission for its continued support. Ms. Flores reported that some residents have found that AWS has been the 1<sup>st</sup> safe and loving home they ever experienced..

Montara Warren with Gum Moon Women's Shelter, thanked the Commission for its support and expressed how thankful their clients are and how their lives have been changed for the better

Sally Al-Daher, Executive Director of the Arab Cultural and Community Center, explained that the Commission first funded her agency in 2002 and how many women have been helped by their services. Ms. Al-Daher explained how funding from the Commission has helped the agency leverage funding from other resources.

Imelda Herrera, with the RAICES program explained that their program supports, educates, and mentors youth.

Emberly Cross, with the Cooperative Restraining Order Clinic, thanked the Commission for its continued support to the women and girls of San Francisco.

Kathy Black, Executive Director of La Casa de las Madres, thanked the Department and Commission for their support and great work during the RFP process. In particular, Ms. Black thanked Grants Administrator Carol Sacco for her dedication and assistance.

Commissioner Shorter thanked the Partner Agencies and Community for their continued dedication to the work they do, stating that it is also important to thank each other because it is a community partnership that should be a model for other agencies. She concluded that while it was a difficult time when dealing with less funding, it was her hope that, in partnership with the Partner Agencies, we could work together to advocate for no cuts.

*Action: To approve the funding allocation of the VAW Grants Program for the 3-year funding cycle FY11-14.*  
m/s/c (Shorter/Prowda/Unanimous)

## **VI. PUBLIC COMMENT**

None.

## **VII. ADJOURNMENT**

Motion to adjourn the meeting in memory of all of the earthquake and tsunami victims in Japan.

m/s/c (Shorter/Prowda/Unanimous)

The meeting adjourned at 6:30 pm

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## I. CALL TO ORDER/AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

## II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from March 23, 2011.

*Action: To approve draft minutes from March 23, 2011.*

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### 1. Public Comment

Melba Maldonado, Executive Director of La Raza Family Resource Center

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

*Action: To approve the Consent Agenda.*

- Resolution Recognizing Katherine Munter
- Resolution Recognizing the Northeastern Law School
- Resolution Recognizing Leola Havard
- Resolution Recognizing Commissioner Edna James

## COMMISSION MEETING AGENDA

Wednesday, April 27, 2011

5:00 PM

City Hall, Room 408  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

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### Roster:

President Kay Gulgengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

*Total Estimated Meeting Time: 1 hour 10 minutes*

DISCUSSION/ACTION 2 min.

DISCUSSION/ACTION 5 min.

DISCUSSION/ACTION

5 min.

DISCUSSION/ACTION 10 min.

<b>V. REPORTS</b>	<b>DISCUSSION/ACTION</b>
A. Women's Human Rights	President Gulgengay <i>3 min.</i>
B. Family Violence Council	Vice President Soo <i>3 min.</i>
C. Justice & Courage	Commissioner Simmons <i>3 min.</i>
D. Human Trafficking	Commissioner Shorter <i>3 min.</i>
Commissioner Kirshner-Rodriguez <i>3 min.</i>	
<b>VI. OLD BUSINESS</b>	<b>DISCUSSION</b>
A. Strategic Plan Update	<i>10 min.</i>
Executive Director Murase will review the strategic plan goals in light of staffing reduction.	
<b>VII. NEW BUSINESS</b>	<b>DISCUSSION/ACTION</b>
A. Update on Claire Joyce Tempongko Domestic Violence Homicide	<i>10 min.</i>
Assistant District Attorney Liz Aguilar-Tarchi will provide a briefing about the State Appellate Court decision to overturn the murder conviction of Tari Ramirez in the Tempongko case.	
B. Website for Commission Vacancies	<i>10 min.</i>
Commission Secretary Cynthia Vasquez will provide an update on the new website for Commission vacancies, following a brief background by Senior Gender Policy Analyst Anu Menon.	
<b>VIII. PUBLIC COMMENT</b>	<b>DISCUSSION</b>
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.	<i>5 min.</i>
<b>IX. ADJOURNMENT</b>	<b>ACTION</b>
Adjourn the meeting. At the request of Vice President Soo, the meeting will be adjourned in honor of the survivors of the northern Japan earthquake and tsunami.	<i>1 min.</i>
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City and County of San Francisco

# Commission on the Status of Women

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Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING MINUTES

Wednesday, April 27, 2011

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

### Members Present

President Kay Gulgengay  
Vice President Julie Soo  
Commissioner Alicia Gamez  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

Excused: Rebecca Prowda

### Staff Present

Executive Director Emily Murase  
Senior Gender Policy Analyst Anu Menon  
Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez

### I. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:08 pm and requested to amend the agenda to move New Business up in the agenda.

Action: To approve the amended meeting agenda.  
m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)

No public comment.

### II. APPROVAL OF MINUTES

President Gulgengay asked Commissioners to review the minutes from March 23, 2011.

Action: Approve minutes from March 23, 2011.

m/s/c (Soo/Simmons/Unanimous)

No public comment.

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### III. NEW BUSINESS

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#### A. Update on Claire Joyce Tempongko Domestic Violence Homicide

Assistant District Attorney Liz Aguilar-Tarchi provided a briefing about the State Appellate Court decision to overturn the murder conviction of Tari Ramirez in the Claire Joyce Tempongko murder case. She thanked the Commission, Department, and community for continued support to ensure that victim rights are protected. Ms. Tarchi explained the 2-1 ruling by the First Appellate Court to overturn the conviction of Tari Ramirez, due to improper jury instructions. At the time of the trial, jurors were asked to measure Ramirez's guilt or innocence based on how an average person would have acted under the same circumstances. Ms. Tarchi explained that later, after the trial, the courts changed the standard instructions. In the next week, the Appellate Court will decide if the opinion should be published. A published case can be cited, allowing attorneys around the state to cite this case as precedence. Ms. Tarchi explained that the District Attorney's Office is in the process of working with the legal and advocacy communities to get letters and amicus briefs to urge review of this decision by the State Supreme Court.

Commissioner Shorter, Executive Director Murase, Ms. Tarchi, members of the community, and Clara Tempongko (mother of Claire Joyce) met with District Attorney George Gascon where he committed his office to doing everything in its power to see that Mr. Ramirez's conviction is upheld. Mr. Ramirez will remain in custody during the review process.

Beverly Upton, Executive Director of the Domestic Violence Consortium, explained that she will help coordinate community efforts to continue to support the family and to advocate that the conviction be upheld.

#### **B. Website for Commission Vacancies**

Senior Gender Policy Analyst Anu Menon explained that, in 2007, the Department began the process of conducting a gender analysis of boards and commissions for the City to ensure diversity on Boards. However, the Department found that there was not a centralized listing of all the boards/commission, nor a centralized location with information on board/commission vacancies. The Department, together with the Mayor's General Services Administration and Supervisor David Chiu, worked closely with the leadership of 311 to develop a website with all board/commissions information, vacancies, and current members. This will allow members of the public to learn more about City commissions/boards and how to apply if there is a vacancy. This will also allow the Department to more easily conduct a gender analysis every 2 years and to produce a report on the findings as mandated by the 2008 Charter Amendment by then Supervisor Jake McGoldrick. Commission Secretary Cynthia Vasquez attended a training for all commission secretaries to learn how to input information into the database, update information on commissioners, and conduct quarterly audits. The database will provide the names of Commissioners, the term dates, including when the Commissioners' terms are over, whether or not Commissioners are compensated, who they are appointed by, information on the commissions/boards, and how to apply to fill a vacancy. The database will also gather information such as race, gender, and whether individuals identify themselves as disabled. The Department will have access to all of the data and will be able to analyze the information and produce a report on the findings. San Francisco is the 1<sup>st</sup> city in the country to develop such a database.

#### **IV. EXECUTIVE DIRECTOR'S REPORT**

##### **A. Executive Director's Report**

Dr. Murase directed Commissioners to her written report. Dr. Murase explained that Deloitte and Symantec, company partners our Gender Equality Principles Initiative (GEP), have granted the Department funds to update the GEP website. Dr. Murase announced that the Friends have secured the Julia Morgan Ballroom at the Merchants Exchange for the October 17 CEDAW Awards Luncheon and will be looking to work with the Commission in designating a liaison to the Friends to ensure that this event is successful. Dr. Murase also reported that the Department partnered with the YWCA of San Francisco-Marin, the Older Women's League, and the Transition Network to host an older women workers policy roundtable on April 14 at the YWCA. A group of about 20 women gathered to participate in a workshop and discussed challenges facing older women seeking to enter the workforce.

##### **1. Public Comment**

None.

#### **V. CONSENT AGENDA**

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- A. Resolution Recognizing Katherine Munter
- B. Resolution Recognizing the Northeastern Law School
- C. Resolution Recognizing Leola Havard
- D. Resolution Recognizing Commissioner Edna James

*Action: To approve the Consent Agenda.*

*m/s/c (Shorter/Soo/Unanimous).*

Commissioners thanked Commissioner on Aging Edna James for all of her work and policy changes to benefit the lives of women and the citizens of San Francisco.

Executive Director Murase explained that the Peter Burnett Child Development Center will be renamed the Leola Havard Early Education Center to honor the first African American woman principal in San Francisco. Jerome Havard, son of Leola Havard, thanked the Commission for the recognition of his mother and her work. On behalf of his family his mother he expressed his sincere appreciation to the Commission for the honor.

## **VII. REPORTS**

### **A. Women's Human Rights**

Ms. Menon reported that Deloitte had a group of senior staff members take the Gender Equity Principles web assessment and provide direct feedback on the user-friendliness of the website. Participants were impressed with the content and had suggested changes to improve usability. Senior executives of Symantec will take the assessment on May 16. Ms. Menon reported that the Northeastern University School of Law's Legal Skills in Social Context (LSSC) program completed its project for the GEP at the end of March. The program assigns a "law office" of 14 first-year law students to public interest organizations for a year and has them complete a significant project for their community client. This is the second year we have participated in the program. The students developed a legal guide for the GEP and also created a set of metrics companies could use to quantify their progress on the GEP.

Commissioner Kirshner-Rodriguez expressed how important it is to strategically promote the work of the Department to our State representatives. Commissioner Gamez suggested communicating with professional women's group in the City. Commissioner Soo announced that, in April 2012, Golden Gate University School of Law will be holding a women's alumni event and that it would be great to showcase the important work that the Department is doing at that event.

### **B. Family Violence Council**

Commissioner Simmons reported that at the last meeting of the Family Violence Council, members of the Youth Commission expressed the need to put together a taskforce to discuss health concerns. The Council agreed to support the formation of this Taskforce. The next meeting will be held on Wednesday, May 18. Beverly Upton, Executive Director of the Domestic Violence Consortium, announced that the Council is working to develop an intervention program for child abusers because San Francisco is currently out of compliance with state mandates. The Council is hoping to schedule a meeting with the Department of Public Health to discuss collaborating and making sure the City is compliant.

### **C. Justice & Courage**

The next meeting of the Justice and Courage Oversight Panel will be held on Wednesday, May 4 at 9 am at City Hall in Room 408.

### **D. Human Trafficking**

Commissioner Kirshner-Rodriguez explained that the San Francisco Collaborative Against Human Trafficking (SFCAHT) brings community-based and government agencies together who have not historically worked together. Star Terrell will now be co-chairing the Collaborative on behalf of the Mayor's Office. The Collaborative discussed their priorities that include addressing the challenges of sex and labor trafficking. It is also important to continue to the successful anti-trafficking awareness campaign as well as explore how to train the City's front line staff on signs of trafficking. The Collaborative will be holding a strategic planning session to discuss how to best utilize this group's expertise and resources on May 16.

## **VIII. OLD BUSINESS**

### **A. Strategic Plan Update**

Executive Director Murase reviewed the strategic plan and goals, explaining that we are in year 2 of a 3 year plan. The Department recently had a staffing reduction and reviewed policy areas that needed further support to continue working. Commissioners suggested a variety of intern groups to work with. Many of the intern programs at the local universities would be able to provide the Department with more support as well as provide the intern with on-hands experience in government and working on policy issues.

## IX. PUBLIC COMMENT

Commissioner Soo announced that she and Executive Director Murase would be performing in this year's Vagina Monologues on May 13 at the Herbst Theater.

Commissioners congratulated Commissioner Prowda on the arrival of her new baby girl.

Executive Director Murase announced that, on Wednesday, May 11th, the Department will be holding the first planning group meeting to discuss the 5th UN World Conference for Women in an effort to have the conference hosted here in San Francisco.

## X. ADJOURNMENT

Motion to adjourn in honor of the survivors of the Japanese earthquake. Commissioner Soo noted that when San Francisco was ravaged by the 1906 earthquake, the nation of Japan was the single largest donor to the relief effort.

**m/s/c (Soo/Gamez/Unanimous)**

The meeting adjourned at 7:10 pm

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

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President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

Wednesday, May 25, 2011

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

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### Roster:

President Kay Gulgengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

*Total Estimated Meeting Time: 1 hour 48 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

### DISCUSSION/ACTION

2 min.

### II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from April 27, 2011.

*Action: To approve draft minutes from April 27, 2011.*

### DISCUSSION/ACTION

5 min.

### III. EXECUTIVE DIRECTOR'S REPORT

### DISCUSSION/ACTION

#### A. Executive Director's Report

5 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

#### B. Presentation by Fatimah Simmons, MPP

15 min.

Fatimah Simmons, UC Berkeley Graduate Intern, will make a presentation on her findings on batterer intervention programs in San Francisco.

### IV. CONSENT AGENDA

### DISCUSSION/ACTION

10 min.

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*Action: To approve the Consent Agenda.*

A. Resolution Recognizing the Late Mechthild Schroer

B. Resolution Recognizing Claudine Cheng on the Occasion of Asian Pacific American Heritage Month

C. Resolution Urging the Governor to Reinstate the State California Commission on the Status of Women

D. Resolution Recognizing the 10<sup>th</sup> Anniversary of the Mission Girls Young Queens

F. Resolution Recognizing the Contributions of Lt. Mary Petrie upon her Retirement

V. OLD BUSINESS

DISCUSSION

A. Juvenile Probation Department

15 min.

Chief William Sifferman of the Juvenile Probation Department, Toni Powell, Director of Juvenile Hall, and Sara Schumann, Sr. Probation Supervisor, will provide a status of girls that you see at the Juvenile Probation Department.

1. Center For Young Women's Development

15 min.

Executive Director Marlene Sanchez will provide an overview of the work of the Center.

VI. NEW BUSINESS

DISCUSSION/ACTION

A. Immaculate Conception Academy

10 min.

Rachel Evans, Corporate Work Study Program Coordinator with Immaculate Conception Academy, will provide an overview of the program.

B. Nominations of Officers for 2010-2011

President Gulgengay

10 min.

The Commission will nominate candidates for President and Vice President of the Commission for 2011-2012. The election will take place at the June 22 Commission meeting.

Action: To nominate candidates for President and Vice President for 2011-2012.

VII. REPORTS

A. Women's Human Rights

DISCUSSION/ACTION

3 min.

B. Family Violence Council

President Gulgengay

3 min.

C. Justice & Courage

Vice President Soo

3 min.

D. Human Trafficking

Commissioner Simmons

3 min.

E. Other Reports by Commissioners

Commissioner Shorter

3 min.

Commissioner Kirshner-

3 min.

Rodriguez

3 min.

Commissioners

3 min.

VIII. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

IX. ADJOURNMENT

ACTION

1 min.

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING MINUTES

Wednesday, May 25, 2011  
5:00 PM

City Hall, Room 408  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

### Members Present

President Kay Gulgengay  
Vice President Julie Soo  
Commissioner Alicia Gamez  
Commissioner Nancy Kirshner-  
Rodriguez  
Commissioner Stephanie Simmons

### Staff Present

Executive Director Emily Murase  
Senior Gender Policy Analyst Anu Menon  
Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez  
UC Berkeley Graduate Intern Katherine Ray  
UC Berkeley Graduate Intern Fatimah Simmons

Excused: Rebecca Prowda and Andrea Shorter

### I. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:08 pm and requested to amend the agenda to move New Business up in the agenda.

Action: To approve the amended meeting agenda.

m/s/c (Simmons/Gamez/Unanimous)

No public comment.

### II. APPROVAL OF MINUTES

President Gulgengay asked Commissioners to review the minutes from April 27, 2011.

Action: Approve minutes from April 27, 2011.

m/s/c (Soo/Gamez/Unanimous)

No public comment.

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### III. EXECUTIVE DIRECTOR'S REPORT

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#### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. She explained that Symantec, a founding partner for the Gender Equality Principles Initiative (GEP), conducted the one-line self-assessment with high-level executives. The group provided critical feedback on the tool. Dr. Murase acknowledged the work of Cecily Joseph of Symantec who facilitated the valuable exercise.

Dr. Murase reported that the Steering Committee for the Fifth UN World Conference on Women met for the first time on May 11. Twenty women leaders, including Commissioner Kirshner-Rodriguez participated. The group discussed strategies for approaching the United Nations to convene the women's conference here in San Francisco. The next meeting of the Steering Committee is set for June 1, 2 – 4 pm, 25 Van Ness, 8th Floor Conference Room (Human Rights Commission offices).

The Friends of the Commission will be hosting the CEDAW Awards Luncheon on Monday, October 17 at the Julia Morgan Ballroom. President Gulgengay serves as the liaison to the Friends.

#### **B. Presentation by Fatimah Simmons, MPP**

Fatimah Simmons, who graduated from the UC Berkeley Goldman School of Public Policy last week, gave a presentation on her report *The Current State of Batterer Intervention Programs in San Francisco*. Ms. Simmons stated that the 6 certified BIPs in San Francisco do incredibly meaningful work with batterers. She added that, for optimal outcomes, the BIPs must be fully engaged with the community, and need more resources and oversight. She identified problems in the following key areas:

- Sustainability
- Transparency
- Quality standards
- Concurrent Treatment U& Lethality
- Coordinate Community Response
- Defining and Tracking Success

Some short term recommendations included reconvening the BIP Community Advisory Committee, organizing victim advocates training for BIP facilitators, and having the Adult Probation Department conduct public hearings to assess the need for additional culturally competent BIPs. For example, there are no programs for Chinese-speaking clients. Long term recommendations included establishing a system to track recidivism of local probationers, strengthening the BIPs penal code standards and enforcement, and identifying alternative funding sources.

Beverly Upton, Executive Director of the Domestic Violence Consortium, explained that the BIPS are not funded by the Adult Probation Department. Ms. Upton added that the trial process can be a long, and the end result is that only 20% of perpetrators are being convicted. Ms. Upton concluded by stating that there was a need for additional services for limited English speaking or monolingual batterers.

Commissioner Soo expressed concern over the lack of services for Chinese-speaking clients, considering the demographics of City which is 30% Chinese ancestry. Commissioner Simmons reemphasized the need for to track the rate of recidivism, so that funding can be deployed strategically. Commissioner Kirshner-Rodriguez suggested meeting with the Adult Probation Department to discuss the report and the findings.

#### **IV. CONSENT AGENDA**

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- Resolution Recognizing the Late Mechthild Schroer
- Resolution Recognizing Claudine Cheng on the Occasion of Asian Pacific American Heritage Month
- Resolution Urging the Governor to Reinstate the California Commission on the Status of Women
- Resolution Recognizing the 10<sup>th</sup> Anniversary of the Mission Girls Young Queens
- Resolution Recognizing the Contributions of Lt. Mary Petrie upon her Retirement

*Action: To approve the Consent Agenda.*

m/s/c (Simmons/Gamez/Unanimous).

Pastor Andreas Pielhoop of St. Mathews Lutheran Church in San Francisco accepted the proclamation on behalf of the Schroer family. The Pastor thanked the Commission for the honor and explained that, in April, Mr. Schroer and his sons came to San Francisco for a memorial service and visited the Golden Gate Bridge, the location where Mrs. Schroer visited on her 50<sup>th</sup> birthday, realizing a long-held dream of hers.

Gloria Romero, Ana Maria Corral, and Imelda thanked the commission for honoring the Mission Girls Young Queens, a program that has provided services to at-risk young women for 10 years.

## **A. Juvenile Probation Department**

Chief William Sifferman of the Juvenile Probation Department, Toni Powell, Director of Juvenile Hall, and Sara Schumann, Senior Probation Supervisor, provided a status of girls at the Juvenile Probation Department (JPD). Chief Sifferman expressed his commitment to promoting women into leadership positions and to their success. He reported that there has been a slight increase of 25% to 27% of girls in JPD today as compared to 6 years ago. Of all referrals to JPD, 40% are non-San Francisco residents, the majority coming from East Bay communities. Of all youth under the supervision of JPD, 84% are youth of color. The breakdown of referral sources is as follows: 88% from the Police Department, 11% court referrals, and 2% from the Probation Department. Chief Sifferman reported that the four neighborhoods that have the most youth in the JPD are the Inner Mission, Ingleside, Bayview/Hunters Point and Visitation Valley. He explained that JPD has a long standing with the Youth Justice Institute which provides resources to girls leaving JPD. Probation Officers have close relationships with community-based organizations serving girls as they believe strongly connecting girls with these agencies. Chief Sifferman reported that, due to a lack of resources, a unit specifically dedicated to girls is not possible. Ms. Powell reported that at the Five Keys Charter School, in-custody youth attend classes just as they would in traditional schools and are considered students of the San Francisco Unified School District.

## **1. Center For Young Women's Development**

Executive Director Marlene Sanchez will provide an overview of the work of the Center. Ms. Sanchez thanked the Commission for the opportunity to present before the Commission. The Center provides gender responsive services for formerly incarcerated young women to prepare them to become leaders, policymakers, and activists. While providing job training and internship opportunities, the Center expects to hire back some participants. The Center collaborates with many community-based organizations to certify some alumni as peer counselors to continue to provide counseling services at various sites. The Center also works very closely with the Juvenile Probation Department in providing services to those clients.

## **A. Corporate Work Study Program, Immaculate Conception Academy**

Rachel Evans, Corporate Work Study Program Coordinator with the Immaculate Conception Academy, provided an overview of the program. The Work Study Program matches students with companies for a work-study program to fill full-time administrative positions. Students not only gain work experience, but the companies pay part of their tuition. The program helps to empower low-income young women of color who are mentored by successful business women.

Commissioners Gamez and Gulgengay thanked Ms. Evans for her presentation and suggested that she stay in contact with the Commission for recommendations of additional companies to partner with and Commissioners provided leads on various companies.

## **B. Nominations of Officers for 2010-2011**

The Commission nominated candidates for President and Vice President of the Commission for 2011-2012. The election will take place at the June 22 Commission meeting.

**Action: To nominate Commissioner Gulgengay for President for 2011-2012.**

m/s/c (Soo/Simmons/Unanimous).

**Action: To nominate Commissioner Soo for Vice-President for 2011-2012.**

m/s/c (Kirshner-Rodriguez/Simmons/Unanimous).

## **VI. REPORTS**

### **A. Women's Human Rights**

Executive Director Murase referred Commissioners to her written report.

### **B. Family Violence Council**

Vice President Soo and Commissioner Simmons both attended the Family Violence Council meeting on May 18. Commissioner Simmons reported that Judge Ron Albers has replaced retired Commissioner Marjorie Slabach as the designee from the Superior Courts. The Family Violence Council is scheduled to make a presentation to the Board of Supervisors Public Safety Committee on Thursday, June 2, 10:30 am, City Hall, Room 263. The Council heard a

presentation from the San Francisco Unified School District on the adolescent experience of family violence, teen dating violence, and the importance of viewing violence as a health issue. The next meeting of the Family Violence Council will be held on August 17.

### **C. Justice & Courage**

Dr. Murase reported that the Justice & Courage Oversight Panel met on May 4 and discussed the work of the Housing Committee to improve conditions for domestic violence survivors in Housing Authority complexes. The Panel was also provided an update on the Claire Joyce Tempongko domestic violence homicide case. Susan Giffin, newly appointed Chief Technology Officer of the Police Department, reported on the state of the department's technology and a strategy for addressing deficiencies. Police Captain Antonio Parra, newly assigned to a re-organized Special Victims Unit which includes the Juvenile Division, the Domestic Violence Response Unit, and the Elder Abuse inspectors, was introduced to the Panel. The next meeting of the Oversight Panel is scheduled for Wednesday, August 4, 9 - 12 noon, City Hall, Room 408.

### **D. Human Trafficking**

Senior Gender Policy Analyst Anu Menon reported that she and Linda Janourova from the Human Rights Commission facilitated the strategic planning session for the San Francisco Collaborative Against Human Trafficking (SFCART) to discuss the future direction of the group. A work plan is being developed and will focus on 1) data collection on trafficking in San Francisco, 2) continuing the successful awareness campaign, and 3) developing a training for City employees to identify human trafficking. Commissioner Kirshner-Rodriguez will look into the process of having an awareness campaign displayed on the Municipal Transit Authority buses, trains and bus shelters.

### **E. Other Reports by Commissioners**

Commissioner Soo reported that she and Executive Director Murase participated in a national conference call with Labor Secretary Hilda Solis to mark the release of a new report entitled *Women's Employment During the Recovery*.

## **VII. PUBLIC COMMENT**

Ms. Upton thanked Graduate Intern Fatimah Simmons for her work with the community in developing her report on batterer intervention programs in San Francisco. She urged that Ms. Simmons present her report and findings to the Adult Probation Department.

## **VIII. ADJOURNMENT**

Motion to adjourn.

m/s/c (Soo/Kirshner-Rodriguez/Unanimous)

The meeting adjourned at 7:00 pm

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City and County of San Francisco

# Commission on the Status of Women

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Executive Director Emily M. Murase, PhD

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President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

Wednesday, June 22, 2011

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

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### Roster:

President Kay Gulgengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

*Total Estimated Meeting Time: 1 hour 13 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

DISCUSSION/ACTION 2 min.

### II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from May 22, 2011.

*Action: To approve draft minutes from May 22, 2011.*

DISCUSSION/ACTION 5 min.

### III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

#### A. Executive Director's Report

5 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

#### B. Social Media Strategy

10 min.

PAAWBAC Fellow Helen Lei and Graduate Intern Stephanie Taube will provide an overview of the social media strategies for the Department.

### IV. CONSENT AGENDA

DISCUSSION/ACTION 10 min.

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*Action: To approve the Consent Agenda.*

- A. Resolution Recognizing Claudine Cheng on the Occasion of Asian Pacific American Heritage Month
- B. Resolution Recognizing Shelley Bradford Bell
- C. Resolution Recognizing Vanessa Flores
- D. Resolution Recognizing Helen Karr in honor of World Elder Abuse Awareness Day
- E. Resolution Recognizing the 20<sup>th</sup> Anniversary of Leadership California

## V. NEW BUSINESS

## DISCUSSION

### A. Institute on Aging – New Senior Center

David Weingarden will provide information on the IOA Senior Center.

15 min.

### B. United Way by the Bay

Shani Ahearn will provide an overview of the United Way of the Bay's Women's Leadership Network which has been convened as part of a new poverty alleviation initiative.

15 min.

## VI. OLD BUSINESS

## DISCUSSION/ACTION

### A. Election of Officers

President Kay Gulgengay

10 min.

The Commission will elect a President and Vice President for FY11-12 for a one-year term beginning July 1, 2010. Commissioner Kay Gulgengay and Commissioner Julie Soo have been nominated for President and Vice President, respectively.

**Action: To reelect Kay Gulgengay as President of the Commission for FY11-12.**

**Action: To reelect Julie Soo as Vice President of the Commission for FY11-12.**

## VII. PUBLIC COMMENT

## DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT

## ACTION

1 min.

Adjourn the meeting.

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## COMMISSION MEETING MINUTES

Wednesday, June 22, 2011  
5:00 PM

City Hall, Room 408  
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San Francisco, CA 94102

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Vice President Julie Soo  
Commissioner Alicia Gamez  
Commissioner Nancy Kirshner-  
Rodriguez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons  
Commissioner Andrea Shorter

### Staff Present

Executive Director Emily Murase  
Senior Gender Policy Analyst Anu Menon  
Commission Secretary Cynthia Vasquez  
PAAWBAC Intern Helen Lei  
UC Berkeley Intern Stephanie Taube

## I. CALL TO ORDER/ AGENDA CHANGES

President Gulbengay called the meeting to order at 5:03 pm and requested to amend the agenda to move the consent items up in the agenda.

Action: To approve the amended meeting agenda.

m/s/c (Simmons/Gamez/Unanimous)

No public comment.

## II. APPROVAL OF MINUTES

President Gulbengay asked Commissioners to review the minutes from May 22, 2011.

Action: Approve minutes from May 22, 2011.

m/s/c (Soo/Simmons/Unanimous)

No public comment.

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. She reported that the 5<sup>th</sup> UN World Conference on Women Steering Committee met that afternoon to develop a mission statement: "A UN/NGO worldwide women's conference in San Francisco, birthplace of the UN, to set the agenda for human sustainability in the 21<sup>st</sup> century by connecting experiences, ideas, and best practices in order to ignite global action."

Dr. Murase announced that the Friends of the Commission will be hosting a reception for past CEDAW Awardees and perspective sponsors on July 13<sup>th</sup> at the Canadian Consulate as a preview to the October CEDAW Awards Luncheon and encouraged Commissioners to attend. The Friends of the Commission will be hosting the CEDAW Awards Luncheon on Monday, October 17 at the Julia Morgan Ballroom.

Dr. Murase reported that the on June 2, the Family Violence Council made a presentation before the Board of Supervisors Public Safety Committee on the *2010 Report on Family Violence* that documents 3 years of data on child abuse, domestic violence, and elder abuse. Various members of the Council, including tri-chairs Kathy Baxter of the Child Abuse Prevention Fund, Beverly Upton of the Domestic Violence Consortium, and Mary Twomey of the UC Irvine Center of

Excellent on Elder Abuse testified, as did other City department representatives including Child Support Services Director Karen Roye, Assistant District Attorney Jean Roland, Probation Officer Cristel Tullock, and several community-based organizations. Supervisor David Campos expressed his concern about San Francisco being out of compliance with state mandated requirements to offer child abuse intervention programs for convicted child abusers.

Dr. Murase, Senior Gender Policy Analyst Anu Menon, and members of the Council later met with Department of Public Health Director Barbara Garcia and Adult Probation Chief Wendy Still to discuss recommendations from the Council. Specifically the group discussed bringing the City into compliance by implementing the Child Abuse Intervention Program proposal that the Council approved. The committee members appreciated the presentation and asked for follow-up on the proposal for a 52-week child abuse intervention program and the impact of the “Secure Communities” program on immigrant communities. Department intern Katherine Ray will research the “Secure Communities” program.

Dr. Murase reported that the Department would be moving to the 2<sup>nd</sup> floor of 25 Van Ness, to a larger office the week before the July Commission meeting and the staff would not have access to the office the day before the Commission meeting. Dr. Murase requested the Commission to cancel the July meeting. Commissioners agreed to cancel the July meeting.

#### **B. Social Media Strategy**

Helen Lei, PAAWBAC Intern, and Stephanie Taube, UC Berkeley Graduate Intern, presented the Department’s Social Media plan to expand the marketing efforts of the Commission and the Department. The Department/Commission has started a Facebook page, a Twitter account and will soon have a Linked In account. These marketing efforts are fast, cost-efficient, easily accessible, interactive, can reach a large audience, and can expand the network of the Department/Commission. Commissioners and community members were encouraged to join the Department/Commission’s networks. The Department/Commission is following in the steps of the Mayor and other City Departments.

Commissioners were pleased to see the great efforts being made to publicize the great work that we are doing. Commissioner Kirshner-Rodriguez hoped that the social media outlets were accessible in other languages. Commissioner Simmons explained that the social media outlets help in getting the word out on the work that we do and makes the work actionable. Senior Policy Analyst Anu Menon explained that a cohesive strategy on social media allows us to broaden the scope of what we do and helps market the work that we do.

#### **IV. CONSENT AGENDA**

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- E. Resolution Recognizing the 20<sup>th</sup> Anniversary of Leadership California

Claudine Cheng thanked the Commission and expressed her great honor to receive this proclamation from the women’s community. Ms. Cheng hoped to continue to work together to improve the status of women. Dr. Murase expressed her appreciation for Ms. Cheng and all of her hard work in the community, specifically her organization of the annual Asian American Heritage Month celebration.

Shelley Bradford-Bell, commended the work of Ms. Cheng, a long time colleague and friend. Ms. Bradford-Bell coordinated this year’s International Women’s Day Summit which she hopes will continue and flourish each year. She would like to make San Francisco “the destination” to celebrate International Women’s Day in the future. There will be follow-up meeting to discuss next year’s summit on July 27 with the location to be determined.

Vanessa Flores expressed her gratitude to the Commission for acknowledging her work with the Asian Women's Shelter. Ms. Flores thanked Grants Administrator Carol Sacco, her colleagues, and the community partners for collaborating to protect survivors of violence.

Helen Karr expressed how honored and humbled she was to receive recognition from the Commission for her valued work. Ms. Karr thanked friends, family members, and colleagues who attended to support her in being recognized. Ms. Karr acknowledged District Attorney George Gascon for continuing to prioritize elder abuse. Dr. Murase explained that Ms. Karr has been a tremendous force when it comes to fighting elder abuse and was successful in getting state legislation passed on financial elder abuse.

Ms. Alicia, an attorney who has worked closely with Ms. Karr, explained how inspirational and supportive Ms. Karr has been and continues to be. Bart Sullivan, Ms. Karr's son, thanked the Commission for recognizing the work of his mother and explained how proud he was of her. Dr. Erica Falk with the Institute on Aging expressed what an incredible mentor Ms. Karr has been and continues to be. Ms. Christina from the State Bar of California expressed what an amazing woman Ms. Karr is, and what a champion in the community she has been.

*Action: To approve the Consent Agenda.*

m/s/c (Simmons/Gamez/Unanimous).

## V. NEW BUSINESS

### A. Institute on Aging (IOA) – New Senior Center

Dr. Erika Falk provided information on the newly opened Senior Center located at 3575 Geary Boulevard in San Francisco, which serves as the main location for IOA's comprehensive health and social support services for seniors. There, 150 apartments offering independent living for low-income seniors are located. The grand opening was held in March at the new location at 3575 Geary and Arguello. IOA's services include:

- Memory Assessment & Care
- Geriatric Health Needs Assessment
- In Home Care & Assistance
- Adult Day Programs & Health Services
- Social & Life Quality Enrichment
- Counseling & Spiritual Support
- Caregiver Resources

Ms. Falk explained that IOA serves over 20,000 clients through 18 different programs. Dr. Murase explained that, in the Department's last needs assessment, the critical need for services for older women was highlighted and that is how the Department came to fund these important services.

Commissioner Soo wanted to know what happens when older adults who have no families are released from the hospital. Ms. Falk explained that IOA works with discharge planners to inform patients on the variety of services that are available in the community.

### B. United Way by the Bay

Shani Ahearn provided an overview of the United Way of the Bay's Women's Leadership Network which has been convened as part of a new poverty alleviation initiative. This is a local initiative covering 7 Bay Area counties. The Women's Leadership Council (WLC) was created to inspire, educate, and engage women in philanthropy, community service, advocacy, and mentoring in order to positively impact the lives and our community. The goals of the WLC are:

- To inspire women to address and support community challenges identified by United Way of the Greater Triangle
- To connect women leaders who support United Way of the Greater Triangle's mission of providing a community safety net
- To mentor women to become philanthropists and to take an active leadership role in the community
- To celebrate the contributions of women who make a significant, positive difference in the community and to learn from their efforts

- To advocate for more women in leadership roles within United Way of the Greater Triangle
- To increase the number of women Leadership Level donors.

The United Way has recently moved from being a grant-driven organization to a community collective focused on impact. They have set an ambitious goal of cutting the poverty rate in half by 2020. In March 2011, a group of 65 women from government agencies, community members, entrepreneurs convened to connect and share their goals to develop an overall goal for the group.

A major aspect of this work is creating **United Way's SparkPoint Centers**. These centers will help families create step-by-step plans to tackle their unique needs, and connect them to services to address each one. The centers work with each family for up to 3 years to achieve their goals. The centers are one-stop locations for a full-range of services including personalized financial coaching, as well as programs that help families move up the career ladder, build assets, and manage their credit. Across the Bay Area, they hope to serve 12,500 families over the next 5 years. Some of the services being provided are:

- Credit Counseling/Repair
- Job Placement/Training
- Career Development
- Higher Education
- Entrepreneurship Training
- Business Development
- Benefit Screenings
- Individual Development Accounts
- Home Ownership
- Tax Preparation

Our very own Senior Gender Policy Analyst Anu Menon will be on the Steering Committee which will meet on July 19.

## **VI. OLD BUSINESS**

### **A. Election of Officers**

Commissioner Kay Gulbengay and Commissioner Julie Soo were nominated for President and Vice President, respectively. The Commission elected a President and Vice President for FY11-12 for a one-year term beginning July 1, 2010.

*Action: To reelect Kay Gulbengay as President of the Commission for FY11-12.*

*Action: To reelect Julie Soo as Vice President of the Commission for FY11-12.*

**m/s/e (Kirshner/Rodriguez/Unanimous).**

## **VII. PUBLIC COMMENT**

Ms. Upton stated that the Commissioners, department staff and community members worked well together this budget season, advocating for funding for the vital services being provided. The Community hopes to continue to work together. Ms. Upton offered to have a Facebook link to the Department's Facebook to drive Partner Agencies to connect to the Department/Commission. Ms. Upton also thanked Vanessa Flores for her great work and advocacy on behalf of domestic violence victims.

Commissioner Andrea Shorter thanked everyone for the well wishes and reminded everyone that Pride week is in full effect and to join in on the festivities.

## **VIII. ADJOURNMENT**

Motion to adjourn in honor of Shirley Fong Torres.

**m/s/e (Soo/Gulbengay/Unanimous)**

The meeting adjourned at 7:00 pm

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**Lobbyist Registration and Reporting Requirements**

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code § 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 23 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone 415-252-3100; fax 415-252-3112; website: [sfgov.org/ethics](http://sfgov.org/ethics).



## **July 27, 2011 \*Meeting Cancelled\***

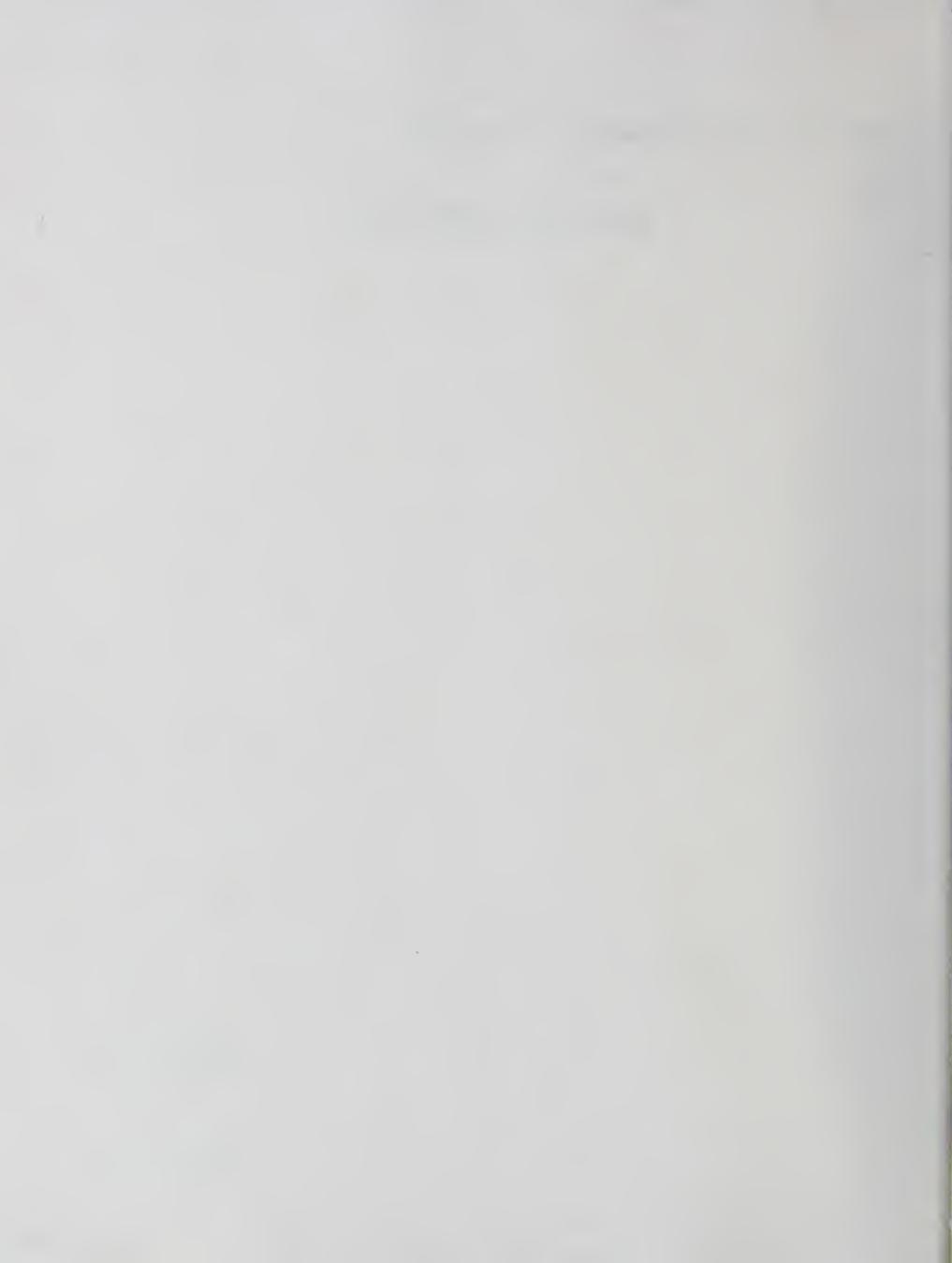
COSW Meeting Information - July 27, 2011

**MEETING CANCELLED**

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## I. CALL TO ORDER/AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

## II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from June 22, 2011.

*Action: To approve draft minutes from June 22, 2011.*

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### B. Secure Communities Presentation

UC Berkeley Graduate Intern, Katherine Ray will present a report on Secure Communities.

10 min.

### C. Women & the Economy Summit, September 13-16, San Francisco

Dr. Murase will provide an update on this international summit, convened by Secretary of State Hillary Clinton.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

*Action: To approve the Consent Agenda.*

DISCUSSION/ACTION 10 min.

- A. Resolution Recognizing Tiela Chalmers
- B. Resolution Recognizing Nadia Scipio-Del Campo
- C. Resolution Recognizing Mary Anderton for Women's Equality Day
- D. Resolution Deploring "The Playboy Club" Television Series

## V. NEW BUSINESS

## DISCUSSION/ACTION

- A. Dion Roberts – Introduction of the new Executive Director of Mary Elizabeth Inn 5 min.
- B. Dr. Musimbi Kanyoro (invited) – Introduction of the new CEO of the Global Fund for Women 5 min.
- C. Friends of the Commission Update 10 min.

## VI. REPORTS

## DISCUSSION/ACTION

- A. Women's Human Rights President Gulgengay 3 min.
- B. Family Violence Council Commissioner Simmons 3 min.
- C. Justice & Courage Commissioner Shorter 3 min.
- D. Human Trafficking Commissioner Kirshner-Rodriguez 3 min.
- E. 5<sup>th</sup> UN World Conference on Women Commissioner Kirshner-Rodriguez 3 min.
- F. Other Reports by Commissioners Commissioners 3 min.

## VII. PUBLIC COMMENT

## DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT

## ACTION

1 min.

In memory of Don Casper, Vice President of the Civil Service Commission.

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City and County of San Francisco

# Commission on the Status of Women

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ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING MINUTES

Wednesday, August 24, 2011  
5:00 PM

25 Van Ness Avenue, 8<sup>th</sup> Floor Conference Room  
San Francisco, CA 94102

### Members Present

President Kay Gulgengay  
Vice President Julie Soo  
Commissioner Alicia Gamez  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Stephanie Simmons  
Commissioner Andrea Shorter

### Staff Present

Executive Director Emily Murase  
Policy Director Ann Lehman  
Senior Gender Policy Analyst Anu Menon  
Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez  
UC Berkeley Graduate Intern Katherine Ray

Excused: Becca Prowda

4/11

## I. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:05 pm.

Action: To approve the meeting agenda.

m/s/c (Soo/Simmons/Unanimous)

No public comment.

## II. APPROVAL OF MINUTES

President Gulgengay asked Commissioners to review the minutes from June 22, 2011.

Action: Approve minutes from June 22, 2011.

m/s/c (Soo/Simmons/Unanimous)

No public comment.

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## III. EXECUTIVE DIRECTOR'S REPORT

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### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. Dr. Murase stated that the Department is in the process of updating the 2003 Girls Report. The Steering Committee for the 5th World Conference on Women (5WCW), including Commissioner Nancy Kirshner-Rodriguez, is meeting monthly, and the next meeting will be held on September 7. The Committee is developing a brochure on the 5WCW to be distributed at the APEC Women and the Economy (WES) Summit to be held in San Francisco in September. The next meeting will be held on September 7. Dr. Murase also announced that Executive Director Sally Al-Daher of the Arab Cultural and Community Center will be leaving her agency in September after a very successful tenure. She will be recognized at the September Commission meeting.

### B. Secure Communities Presentation

UC Berkeley Graduate Intern Katherine Ray presented her findings on the impact of the federal immigrant policy "Secure Communities." According to this policy, U.S. Immigration and Customs Enforcement works with local law enforcement to enforce immigration laws. Secure Communities has been active since 2009 in California and is expected to be active in all 50 states by 2013. It uses an already-existing federal information-sharing partnership between Immigration and Customs Enforcement (ICE) and the Federal Bureau of Investigation (FBI) that helps to identify criminal aliens. Under Secure Communities, the FBI automatically sends the fingerprints of suspects to ICE to check against its immigration

databases. If these checks reveal that an individual is unlawfully present in the United States or otherwise removable due to a criminal conviction, ICE takes enforcement action – prioritizing the removal of individuals who present the most significant threats to public safety as determined by the severity of their crime, their criminal history, and other factors – as well as those who have repeatedly violated immigration laws. There are 4 levels that ICE uses:

- Level 1: Aggravated Felonies, 2 or more felonies
- Level 2: Felony & Misdemeanors
- Level 3: Crimes Punishable by Less than a Year
- Level 4: No Prior arrest

Ms. Ray reviewed the California Deportation Removals or Returns from October 2010 to June 2011.

- 31% had Multiple Felonies
- 28% were non-criminals
- 26% had served up to 1 year of jail time
- 15% had felony or misdemeanor charges

Critiques of Secure Communities include:

- Can lead to racial profiling
- Erodes trust between immigrant communities, police
- DV survivors do not call police due to fear of deportation for themselves, their abusers, or other family members
- Squanders finite local law enforcement resources by detaining non-criminals, etc.
- Makes communities less safe.

San Francisco has written policies that declares it a sanctuary city and prohibits racial profiling. The Police Department actively works with community-based organizations to implement the U-Visas, which are available for up to 10,000 victims of specific crimes per year nation-wide who cooperate in the investigation or prosecution of the persons charged with the criminal activity. San Francisco Sheriff Hennessey has been vocal in his concern over Secure Communities which can have a chilling effect on undocumented residents reporting crimes. Assemblymember Tom Ammiano is currently sponsoring AB 1081 (the TRUST Act), which would give local governments the right to opt-out of the controversial Secure Communities program.

After reviewing this program in her presentation, Ms. Ray proposed preliminary recommendations:

- Urges local authorities to opt-out of the program to the extent that remains possible/Do not grant detentions requested by ICE.
- Creating an exception for domestic violence victims or other “carve-out” is not adequate. Advocacy is needed to repeal Secure Communities altogether at the federal level.
- Create a working group to document the impact of Secure Communities.
- Disseminate information about the U-Visa program.

Ms. Ray will complete a final written report for the Board of Supervisors. Commissioner Gamez requested that Ms. Ray consider making a presentation for the San Francisco La Raza Lawyers and the San Francisco Bar Association.

Beverly Upton, Executive Director of the Domestic Violence Consortium, is working with a coalition to have California opt-out of Secure Communities.

In completing the final report, Commissioners urged that Ms. Ray consider the following:

- Clarification on the types of infractions that are considered non-criminal.
- A list of states that are opting-out of Secure Communities.
- A list of Coalitional Partners working on the opt-out provision.
- Research the number of U-visas that are being granted nationally.

### **C. Women & the Economy Summit, September 13-16, San Francisco**

Dr. Murase announced the various Asia-Pacific Economic Cooperation Forum (APEC) events taking place between September 11 - 26. Delegates from the 21 member economies of the Asia-Pacific Economic Cooperation Forum will be converging here in San Francisco for the final Senior Officials Meeting in the run-up to the Leaders' Meeting of heads of state in Honolulu in November. As part of these proceedings, Secretary of State Hillary Clinton will convene the first-ever Women and the Economy Summit, September 13 - 16, to bring together 800 APEC delegates and other luminaries to develop policy recommendations for the November APEC Leaders Meeting, hosted by President Barack Obama. The Friends of the Commission on the Status of Women will be hosting events throughout the week in partnership with the Commission and the Department..

- **Monday, September 12: "Women. Create. Change: Discussion, Reception, and Film Screening,"**  
5 pm registration; 5:30 - 6:30 pm Panel Discussion on San Francisco's work to advance women's human rights; 6:30 - 7:30 pm reception with delegates of the APEC Women & the Economy Summit; 7:30 - 9 pm film screening of Jennifer Siebel Newsom's "Miss Representation," at 344 Pine Street.
- **Friday, September 16: Live Simulcast of Secretary of State Hillary Clinton's Keynote Address at the APEC Women & the Economy Summit, followed by a roundtable discussion about policy recommendations on women and the economy, co-sponsored with the Friends, the Bay Area Council, and the Commonwealth Club; 8:30 registration; 9 - 9:30 am live simulcast; 9:30 - 12:30 pm roundtable discussion including breakouts and report backs., 595 Market Street, 2nd Floor.**
- **Other related events**  
The Women's Intercultural Network and the Global Arts & Exchange are convening a Community Roundtable and Call to Action on Tuesday, September 13 at the Lorraine Hansberry Theater, 450 Post Street near Union Square from 6:30 - 9 pm to address "Women's Economic Justice & Security."

### **IV. CONSENT AGENDA**

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- Resolution Recognizing Tiela Chalmers
- Resolution Recognizing Nadia Scipio-Del Campo
- Resolution Recognizing Mary Anderton for Women's Equality Day
- Resolution Deploring "The Playboy Club" Television Series

*Action: To approve the Consent Agenda.*

*m/s/c (Gamez/Simmons/Unanimous).*

Tiela Chalmers thanked her colleagues for their support over the years and thanked the Commission for the recognition.

Mary Anderton, of the League of Women Voters, was surprised and honored by the recognition by the Commission. Ms. Anderton accepted the resolution on behalf of the board and volunteers of the League of Women Voters San Francisco.

President Gulbengay explained that the Commission is expressing its objection to the new "Playboy Club" television series as it represents a step backwards in terms of the representation of women in media. According to Gloria Steinem who has declared a boycott of the program and its advertisers, the program glamorizes what was a seedy operation.

## V. NEW BUSINESS

### A. Introduction of Dion Roberts, the new Executive Director of Mary Elizabeth Inn

Dion Roberts, a member of the Justice & Courage Oversight Panel and Chair of the Housing Sub-Committee has been appointed as the new Executive Director of the Mary Elizabeth Inn (MEI). Ms. Roberts provided a brief history of MEI and the current programs and services provided by MEI. MEI provides safe housing and crucial services to women in need. Ms. Roberts reported the various community organizations MEI partners with, including Self Help for the Elderly which provides breakfast and lunch for clients from Monday-Friday. Ms. Roberts hopes to see her agency grow and gain more master leases to provide additional housing and services to more clients. In 2014, MEI will be celebrating its Centennial and hopes to launch the Lizzie Glide Award to honor MEI's legendary founder. Ms. Roberts hopes to work closely and directly with the Commission.

### B. Dr. Musimbi Kanyoro (invited) – Introduction of the new CEO of the Global Fund for Women

Dr. Kanyoro was unable to attend but will attend a future Commission meeting.

### C. Friends of the Commission Update

Barbara Mark Ph.D., Board member of the Friends of the Commission on the Status of Women, CEO and Founder of Full Circle Institute and member of the 5WCW Steering Committee, provided an overview of new Friends Board. Current members are:

- *Marily Mondejar, President, Filipina Women's Network*
- *Patricia M. Bovan, Director of Business Development & Contracts, Symantec Corporation*
- *Peg McAllister, Senior Vice President, Lee Hecht Harrison*
- *Diana Reyes, Manager of Corporate Public Affairs, Chevron Corporation*
- *Barbara Mark, Ph.D., CEO and Founder, Full Circle Institute*
- *Shinta Lim, Financial Advisor, Merrill Lynch*
- *Cathy Campbell, Director of Diversity & Inclusion Strategy, Charles Schwab & Company*
- *Esther Colwill, Principal, Deloitte Consulting*
- *Lenore McDonald, Director of Development, Annual Giving, and Alumni Services, Golden Gate University*

Dr. Mark reported that the Friends are actively working on the October 17 Luncheon Fundraiser "2011 CEDAW Women's Human Rights Awards," which will take place at the Julia Morgan Ballroom beginning at 11:30 am. The Friends are working towards a specific fundraising goal and have reached out to various companies for sponsorship of the luncheon. The Fundraiser goes to support the various activities and projects of the Department. This year the following people will be honored as part of the CEDAW Women's Human Rights Awards ceremony::

- *Barbara Garcia, Director, San Francisco Department of Public Health (Health)*
- *Charlene Harvey, Board of Directors, Presidio Trust (Environment)*
- *Dorka Keehn, Journalist and Social Entrepreneur (Claire Joyce Tempongko Memorial Award)*
- *Drucilla Ramey, Dean, Golden Gate University School of Law (Education)*
- *Jamel Perkins, Past President, Partners Ending Domestic Abuse (Anti-Violence)*
- *Julianne Cartwright Traylor, Associate Director of International Programs, University of San Francisco School of Law (Legacy)*
- *Karen Kai, Arts and Cultural Education Advocate (Culture)*
- *Lydia Beebe, Corporate Secretary and Chief Governance Officer, Chevron (Corporate)*
- *Noosheen Hashemi, President and Co-Founder, The Hand Foundation (Philanthropy)*
- *Pam Hemann, Executive Director, Leadership California (Leadership)*
- *Roselyne Swig, Founder, Partners Ending Domestic Abuse (Anti-Violence)*

The Friends have updated their website and welcomed people to visit at [www.friendscosw.org](http://www.friendscosw.org).

## **VI. REPORTS**

### **A. Women's Human Rights**

Dr. Murase reported that the Gender Equality Principles Initiative (GEP) held a successful two-day retreat. The advisory working group and partners met to discuss the best direction for the GEP to take over the next 3 years and how to revamp the website to make it more user friendly. We are now working on developing a short assessment to draw companies into the website making the self-assessment clearer and more effective.

Dr. Murase reported that she and Ms. Menon would be going before the Fire Commission to present the results of the gender analysis of the 2009 Fire Department Exam. Fire Commission President Andrea Evans, then-Vice President Steve Nakajo, and United Fire Service Women had asked the Department to help the Fire Department figure out why there was a 50% drop in the number of female applicants to the 2009 Fire Exam.

### **B. Family Violence Council**

Commissioner Simmons reported on the most recent meeting of the Family Violence Council, held on August 17. The Council heard updates from the San Francisco Police Department, Council Co-Chair Kathy Baxter on the proposed child abuse intervention program and the new Child Advocacy Center to be located in the Bayview/Hunter's Point neighborhood. Dr. Erica Falk reported on the elder abuse forensic center and Veronica Martinez provided an update on the City's Violence Prevention Plan. The centerpiece of the meeting was Graduate Intern Katherine Ray's presentation on the Secure Communities policy.

Dr. Murase reported that on July 29, Commissioner Andrea Shorter and she, together with other women leaders from the family violence community, met with Police Chief Greg Suhr to protest the sudden announcement that the Domestic Violence Response Unit was being moved outside of the Hall of Justice. The Chief was unaware that the issue of the unit's location has been the concern of community members for several years, and has been communicated to the 3 Police Chiefs who preceded him. Chief Suhr was very open to the feedback and committed to the community that the best possible space for the unit would be identified at the Hall of Justice. Beverly Upton thanked the Commission for working closely with the Partner Agencies when discussing the planned move for the DVRU. Commissioner Shorter thanked the 15 community supporters who attended the meeting.

The next meeting of the Family Violence Council is scheduled for Wednesday, November 16, 2 - 4:30 pm at 400 McAllister Street, Room 509.

### **D. Justice & Courage**

Dr. Murase reported that Justice and Courage Oversight Panel met and discussed the status of the Panel as the Department has lost the staff person supporting that body. Panel members expressed the desire to continue to meet, and at a minimum schedule meetings with Department Heads. The next Oversight Panel meeting is scheduled for Wednesday, November 2, 9 am - 12 noon at City Hall, Room 408.

### **E. Human Trafficking**

Dr. Murase reported that SFCAGHT will continue organize ongoing awareness events, coordinate a data collection project on the extent of human trafficking in San Francisco, hold quarterly general meetings, and help facilitate a Wish List for victims of trafficking.

### **F. 5<sup>th</sup> UN World Conference on Women**

Commissioner Kirshner-Rodriguez reported that the Steering Committee for the 5th World Conference on Women (5WCW), is meeting monthly. The steering committee has broken up into subcommittees to focus on the United Nations process, marketing, and capacity building. The group is working on a brochure on the 5WCW to be distributed at the APEC Women and the Economy (WES) Summit being held on San Francisco September 13-16. The APEC delegates are a great target audience to recruit to push the United Nations to hold the 5WCW. Commissioner Kirshner-Rodriguez, Ms. Menon, and Dr. Murase met with Lysa Lewin from SF Travel who is responsible for booking conventions about reserving conference space for the 5WCW which we hope to host in July 2015

### **G. Other Reports by Commissioners**

None.

## VII. PUBLIC COMMENT

Beverly Upton announced that the Domestic Violence Consortium will be putting together a calendar for October as it is Domestic Violence Awareness Month.

Paula March with March Partners, who is working with the Friends, thanked the Commission and Department for their continued support with the October 17 CEDAW Luncheon.

Marie McEver expressed her concern with the funding cuts that are being made at the San Francisco Superior Courts. Ms. McEver stated that 40% of the staff is being cut and it will have an impact on women and families here in San Francisco. It was also reported that 25 court rooms will be closing and as many as 200 staff will be laid off.

## VIII. ADJOURNMENT

Motion to adjourn in memory of Don Casper, Vice President of the Civil Service Commission and in honor of the 41<sup>st</sup> March on Washington for Jobs and Freedom.

**m/s/c (Shorter/Gulgengay/Unanimous)**

The meeting adjourned at 7:00 pm

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

Wednesday, September 21, 2011

5:00 PM

City Hall, Room 421

1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

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### Roster:

President Kay Gulgengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

*Total Estimated Meeting Time: 1 hr 6 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

DISCUSSION/ACTION 2 min.

### II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from August 24, 2011.

*Action: To approve draft minutes from August 24, 2011.*

DISCUSSION/ACTION 5 min.

### III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

#### A. Executive Director's Report

5 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

#### B. Recommendations to the Asia-Pacific Economic Cooperation Forum (APEC) on Women & the Economy

10 min.

Dr. Murase will provide an overview of the APEC Women & the Economy Summit and Policy Director Ann Lehman will discuss the recommendations that were developed by local women leaders. If approved, the recommendations will be advanced to the Mayor and San Francisco Board of Supervisors and, eventually, the U.S. State Department as part of the drafting process for the APEC Leaders Declaration at the APEC Leaders meeting hosted by President Barack Obama in Hawaii in November.

*Action: To approve the recommendations to APEC.*

#### C. Nicole Gusman, UC Berkeley

10 min.

Undergraduate Intern Nicole Gusman of UC Berkeley will report on her field research on her field research on community health in Malaysia, and the implications for culturally competent immigrant services in the Bay Area she completed over the summer, following her internship at the Department in the spring.

## D. Combined Charities

Caely French, with the Friends of the Earth Foundation, will provide an overview of the Combined Charities Campaign.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

*Action: To approve the Consent Agenda.*

- A. Resolution Recognizing Sally Al-Daher with the Arab Cultural Center
- B. Resolution Recognizing the CEDAW Awardees

## V. NEW BUSINESS

### DISCUSSION/ACTION

#### A. Women and Technology Funding in Silicon Valley

10 min.  
Julie Chin will provide an overview of the challenges women face when seeking technology funding in the Silicon Valley.

#### B. Overview of the San Francisco Office of Small Business

10 min.  
Director Regina Dick-Endrizzi will provide an overview of her office, located in City Hall, to promote small business in the City.

#### C. National Association of Women Business Owners (NAWBO)

10 min.  
Kathleen Thurmond, newly-elected President of the San Francisco Chapter of NAWBO, will provide an overview of her organization and challenges her members face as business owners.

## VII. PUBLIC COMMENT

### DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT

### ACTION

1 min.

Adjourn the meeting. At the request of Vice President Soo, the meeting will be adjourned in honor of the late Maria Luisa Babilangan Haley.

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# September 21, 2011

COSW Meeting Information - September 28, 2011

## COMMISSION MEETING MINUTES

Wednesday, September 21, 2011

5:00 PM

City Hall, Room 421

San Francisco, CA94102

### Members Present

President Kay Gulbengay

Commissioner Alicia Gamez

Commissioner Becca Prowda

Commissioner Nancy Kirshner-

Rodriguez

Commissioner Stephanie Simmons

Commissioner Andrea Shorter

### Staff Present

Executive Director Emily Murase

Policy Director Ann Lehman

Senior Gender Policy Analyst Anu Menon

Grants Administrator Carol Sacco

Commission Secretary Cynthia Vasquez

Excused: Julie Soo

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### I. CALL TO ORDER/ AGENDA CHANGES

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President Gulbengay called the meeting to order at 5:05 pm. President Gulbengay thanked the

Department Staff and the Friends for all of the amazing and success events we hosted during the Asia-Pacific Economic Cooperation Summit.

**Action: To approve the meeting agenda.**

**m/s/c (Gamez/Prowda/Unanimous)**

No public comment.

## **II. APPROVAL OF MINUTES**

President Gulgengay asked Commissioners to review the minutes from June 22, 2011.

**Action: Approve minutes from June 22, 2011.**

**m/s/c (Simmons/Gamez/Unanimous)**

No public comment.

## **III. EXECUTIVE DIRECTOR'S REPORT**

### **A. Executive Director's Report**

Dr. Murase directed Commissioners to her written report. A highlight of the past month was the Asia Pacific Economic Cooperation Forum Women and the Economy Summit, convened by Secretary of State Hillary Clinton, that brought together over 800 delegates representing the 21 APEC Member Economies, September 13 - 16, in San Francisco. Recommendations from this Summit will be delivered to the APEC Economic Leaders Meeting in November in Hawaii. The Department hosted or participated in the following events.

- Monday, September 12:* The Friends of the Commission on the Status of Women hosted a panel discussion moderated by Janet Reilly on our groundbreaking work in advancing women's human rights, a cocktail reception for APEC WES delegates, and local women leaders, followed by a screening of Jennifer Siebel Newsom's new documentary *MissRepresentation*. Over 100

women joined us for the evening, including guests from Chile, Japan, Korea, Mexico, and the Philippines, among other countries.

- Tuesday, September 13: Staff attended 2 APEC WES parallel events. Ms. Lehman and Ms. Menon attended an event on women in the workplace sponsored by the

#### *United Way*

of the Bay Area and Symantec, featuring a panel on the McKinsey study on women in the workplace entitled "Women Matter." That evening, Ms. Menon participated in the women's roundtable convened by the Women's Intercultural Network and Global Arts & Exchange, held at the Lorraine Hansberry Theater in downtown San Francisco with host Rose Aguilar.

- Wednesday, September 14: The Department and the Friends hosted a luncheon with Valerie Jarrett, Chair of the White House Council on Women and Girls, Tina Tchen, Executive Director of the Council, and Deputy Director Avra Siegel. Other Obama Administration officials included Mary Ryckman of the U.S. Trade Representative's Office, Small Business Administrator Ginger Lew, Deputy Director Danielle Gray of the National Economic Council. The same day, President Gulgengay, Vice President Soo, Commissioners Shorter and Gamez and I attended the opening ceremony for the APEC WES, featuring a keynote address by Ms. Jarrett.

- Thursday, September 15: The Canadian Consulate held a luncheon on "Closing the Economic Gender Gap," featuring the Honorable Rona Ambrose, Minister of Public Works and Government Services and Minister for the Status of Women Canada who was introduced by Consul General Cassie J. Doyle, the first woman to serve the Consul General of Canada in San Francisco. Dr. Murase was invited by Commissioner Becca Prowda to a dinner in honor of the WES delegates hosted by Levi Strauss later that day.

- Friday, September 16: The Department and the Friends partnered with the Bay Area Council and the Commonwealth Club to host 125 women and men who watched the live simulcast of Secretary of State Hillary Clinton's keynote address at the APEC WES. The broadcast was followed by a policy dialogue about the draft APEC recommendations that Ms. Lehman authored with input from local leaders.

President Gulgengay thanked Dr. Murase and Department staff for their dedicated efforts related to the Women and the Economy Summit. Dr. Murase briefly reviewed the events and activities of the previous week. The Department received media attention for its work. Phil Bronstein's column in the *San Francisco Chronicle* (September 19) focused on the need to recruit men to address the challenges women face in the media and in the workplace. Policy Director Ann Lehman was interviewed by KQED on September 15 about the Gender Equality Principles Initiative, and Manly

Mondejar, President of the Friends of the Commission, was interviewed by KTVU television.

## **B. Recommendations to the Asia-Pacific Economic Cooperation Forum (APEC) on Women & the Economy**

Dr. Murase provided an overview of the APEC Women & the Economy Summit and Policy Director Ann Lehman discussed the recommendations that were developed by local women leaders. If approved, the recommendations will be advanced to the Mayor and San Francisco Board of Supervisors and, eventually, the U.S. State Department as part of the drafting process for the APEC Leaders Declaration at the APEC Leaders meeting hosted by President Barack Obama in Hawaii in November. Commissioner Kirshner-Rodriguez suggested sending the recommendations to our Congressional and State Representatives.

Commissioners thanked Ms. Lehman for her work on developing the recommendations. Commissioner Gamez expressed concern about the persistent pay gap (women earn just \$.77 to the dollar that men earn). Commissioner Shorter asked about the fundamental causes of the pay gap. Discussion focused on the need to encourage girls in the growth fields of science, technology, engineering, and math, and to train women to negotiate their starting salaries.

***Action: To approve the recommendations to APEC with the option of strengthening the language.***

**m/s/c (Gamez/Kirschner-Rodriguez/Unanimous)**

No public comment.

## **C. Nicole Gusman, UC Berkeley**

Undergraduate Intern Nicole Gusman of UC Berkeley reported on her field research on her field research on community health in Malaysia, and the implications for culturally competent immigrant services in the Bay Area she completed over the summer, following her internship at the Department in the spring.

Ms. Gusman explained that during her internship, she had the opportunity to review applications for the Department's Violence Against Women Prevention and Intervention programs. She became curious about the programs describing cultural competent services provided to a client base that was heavily immigrant. She received a grant from UC Berkeley to conduct field research at Singapore University. The focus of her work was on community health in southwest Malaysia. She discovered health disparities among Malay of Chinese and Indian origins compared to the Bumiputra, the indigenous Malay. The country maintains privileges for the Bumiputra such as preferential consideration for admission to universities and government positions. Malay of Chinese and Indian are taxed at higher rates and have less income to devote to healthcare. The Bumiputra, who are Muslim, are prohibited from gambling and drinking alcohol. This prevents Bumiputra from accessing help with gambling or drinking problems.

Ms. Gusman gave her recommendations for immigrant services targeting Malaysians in San Francisco.

1. Women as access points to convey social services.
2. Ask clients for preferred backgrounds of social service providers.
3. Involve people who are familiar with Malaysia today.
4. Alcohol abuse programs should be sensitive to Muslim clients. Confidentiality is very important.
5. Evaluate and update services with Malaysian immigrants.

#### **D. Combined Charities**

Caely French, with the Friends of the Earth Foundation ([www.foe.org](http://www.foe.org)), provided an overview of the Combined Charities Campaign. Ms. French explained that the "Heart of the City" Campaign provides a convenient opportunity for CCSF employees to learn about and donate participating organizations. Ms. French introduced herself. She discussed the EarthShare Federation which is an option for charitable giving. The member charities are focused on clean air and water, open space, global warming. David Brower founded Friends of the Earth in San Francisco and is now in 75 countries.

Carol Sacco is our Combined Charities Coordinator and Fire Chief Joanne Hayes-White is this year's Campaign Chair. The overall city participation goal is 25%. In past years, the rate has been about 21%, raising over \$1 million. Top donor departments have been the Airport and the Public Utilities Commission. Our Department has been recognized for 100% participation by staff, but we have never achieved 100% participation by Commissions. Dr. Murase encouraged all Commissioners to participate.

### III. CONSENT AGENDA

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**Action: To approve the Consent Agenda.**

**m/s/c (/Unanimous)**

A. Resolution Recognizing Sally Al-Daher with the Arab Cultural Center

B. Resolution Recognizing the CEDAW Awardees

Dr. Al-Daher thanked the Commission for its support and recounted that in the early years of the Women's Program, there was a great deal of skepticism about the need for the program. Dr. Al-Daher thanked the Commission and Department for supporting and underserved and underrepresented community. The agency has been able to leverage the Department's grant dollars with funding from a federal Violence Against Women Grant and the Blue Shield of California Foundation. Dr. Al-Daher reported that the Arab Cultural Center just launched a new website this week and the program received 5 new clients since its launch. Loubna Qutam will succeed Dr. Al-Daher. Ms. Qutam invited Commissioners and Department staff to attend the Arab Women's Conference slated for March 2012.

### V. NEW BUSINESS

### **A. Women and Technology Funding in Silicon Valley**

Julie Chin provided an overview of the challenges women face when seeking technology funding in the Silicon Valley.

Ms. Chin reviewed statistics about the scale of technology as a part of the regional economy: 3 out of every 10 workers are in the technology field, 1/3 of all venture capital goes toward technology start-ups. She also gave an overview of research on the importance of diversity to innovation and performance. Studies have found that the optimal gender balance for teams producing innovation is 50:50 (London Business School). Companies with more than 3 women on governing boards produce over 41% returns on equity and over 56% better on operating results (McKinsey, 2010). However, the percentage of women with computer science degrees has dropped from 37% in 1985 to 19% in 2010. While the number of women in senior leadership positions is 16% overall, in technical fields, the percentage is 4% (ABI). Ms. Chin concluded with resources, including organizations and additional research.

Senior Gender Policy Analyst Anu Menon thanked Ms. Chin for her presentation and sharing such interesting information.

### **B. Overview of the San Francisco Office of Small Business**

Director Regina Dick-Endrizzi provided an overview of her office. In 2008, Proposition I was enacted by the voters to open the Small Business Assistance Center, now located on the 1st floor of City Hall. Assistance is available in Spanish, Mandarin, Cantonese, and Shanghainese, and covers local, state, and federal rules and regulations related to business ownership. Small businesses are defined as enterprises under 100 employees. Ms. Dick-Endrizzi explained the variety of services that are available to small business owners from her office. She noted that financial literacy is a major issue among small business owners. Women tend to be risk averse which can also be a challenge.

Ms. Dick-Endrizzi stated that the Mayor's Revolving Loan fund began with \$800,000. The program is now contracted out to Working Solutions, an agency that has expertise in working with borrowers over 5 years. Of the 27 outstanding loans in the program, 15 (55%) go to women business owners, and, of these, 6 of 15 (40%) are minority women. Overall statistics related to women business owners are not

currently available since the data is not collected on the business registration form. Commissioners expressed interest pursuing a change to the business registration form that will enable data collection about women and minority-owned businesses.

Ms. Dick-Endrizzi raised the problem of small business owners being unaware of impact fees that are required for businesses that are changing the use of a property. These fees can be substantial \$10,000 - \$60,000, depending on the circumstance. Commissioners would like to see how to make the process more transparent and user friendly by, for example, creating an on-line flowchart of steps for business owners to follow.

#### **C. National Association of Women Business Owners (NAWBO)**

Kathleen Thurmond, newly-elected President of the San Francisco Chapter of NAWBO, provided an overview of her organization and challenges her members face as business owners. Ms. Thurmond spent 18 years in social work and serves on the board of Girls, Inc. in Alameda. She explained that the mission of NAWBO is to empower women, expand contracting opportunities for women. NAWBO began in 1975, there are 8,000 members in chapters nation-wide.

On November 13, Korn Ferry Partner Eunice Azzani will be moderating a panel, beginning at 5:30 pm at the Sir Francis Drake Hotel. NAWBO generally meets for dinner meetings on the 2nd Thursday of the month and also hosts 5 breakfast meetings per month throughout the Bay Area (San Francisco, Oakland, Walnut Creek, and Marin).

Ms. Thurmond stated that California boasts the most women-owned businesses in the country, at 1.1 million. Commissioners discussed the stereotyping of women that can limit them to small and medium-sized businesses. Ms. Thurmond explained that NAWBO includes owners of businesses of all sizes and that there are associations for women presidents of large companies.

#### **VI. PUBLIC COMMENT**

None.

## VII. ADJOURNMENT

Adjourn the meeting. At the request of Vice President Soo, the meeting will be adjourned in honor of the late Maria Luisa Babilangan Haley.

**m/s/c (Gamez/Simmons/Unanimous)**

The meeting adjourned at 7:55 pm.

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City and County of San Francisco

10-24-11 A09:28 RCVB

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## Roster:

President Kay Gulgengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

*Total Estimated Meeting Time: 1 hour 18 minutes*

## I. CALL TO ORDER/AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

DISCUSSION/ACTION 2 min.

## II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from September 21, 2011.

*Action: To approve draft minutes from September 21, 2011.*

DISCUSSION/ACTION 5 min.

## III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

### A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

## IV. CONSENT AGENDA

DISCUSSION/ACTION 15 min.

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*Action: To approve the Consent Agenda.*

A. Resolution Recognizing Chandra Alexandre

B. Resolution Recognizing Paul Oliva

C. Resolution Recognizing U.S. Secretary of State Hillary Clinton for Convening the APEC Women and the Economy Summit

D. Resolution Recognizing Antonio Flores in Honor of Domestic Violence Awareness Month

E. Resolution Recognizing Officer Al Louie

F. Resolution Recognizing Anne Marie Monroe, San Francisco Department of Human Resources

G. Resolution Recognizing Anu Menon  
H. Resolution Recognizing the Board of Directors of the Friends of the Commission on the Status of Women

**V. NEW BUSINESS**

**DISCUSSION/ACTION**

**A. 311 Presentation** 20 min.  
Director, Nancy Alfaro will provide an overview of data generated from the 311 Directory Service for all City services. She has been instrumental in the creation of the online data base for Commissions and Boards, as well as a crime victim resources website available at [www.sf311.org](http://www.sf311.org)

**B. Woman Inc.** 20 min.  
Roberta Toomer, Executive Director and Mariya Taher, Content Coordinator, of Woman Inc., will provide an overview of the Domestic Violence Information and Referral Center.

**VI. Reports**

Commissioners can report on activities related to the work of the Commission.

**VII. PUBLIC COMMENT** DISCUSSION 5 min.  
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VIII. ADJOURNMENT** ACTION 1 min.

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# October 26, 2011

COSW Meeting Information - October 26, 2011

## COMMISSION MEETING MINUTES

Wednesday, October 26, 2011

5:00 PM

City Hall, Room 408

San Francisco, CA94102

### Members Present

President Kay Gulgengay

Vice President Julie Soo

Commissioner Alicia Gamez

Commissioner Becca Prowda

Commissioner Nancy Kirshner-

Rodriguez

Commissioner Andrea Shorter

### Staff Present

Executive Director Emily Murase

Policy Director Ann Lehman

Grants Administrator Carol Sacco

Commission Secretary Cynthia Vasquez

Youthworks Intern Elexus Hunter

Excused: Commissioner Stephanie Simmons

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### I. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:05 pm.

m/s/c (Soo/Prow da/Unanimous)

No public comment.

## II. APPROVAL OF MINUTES

President Gubengay asked Commissioners to review the minutes from September 21, 2011. Commissioners provided minor edits.

Action: Approve amended minutes from September 21, 2011.

m/s/c (Shorter/Prow da/Soo Abstained)

No public comment.

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. She reported that October has been a busy month with various events in recognition of Domestic Violence Awareness Month. Dr. Murase attended the District Attorney's Office Stalking Summit entitled "Stalking the Stalker: Initial Police Response, Investigation, Prosecution, and Beyond" on September 29. The day-long Summit addressed topics from initial police response to safety planning to U-Visas. Considerable time was devoted to a presentation and discussion on cyberstalking. The audience included representatives from all of the criminal justice agencies, as well as service providers.

Grants Administrator Carol Sacco reminded Commissioners that the Department is seeking 100% participation by staff and Commissioners in the annual Combined Charities Campaign, scheduled to end on October 31.

Dr. Murase introduced Youth Works Intern, Elexus Hunter, a senior at

Raoul Wallenberg Traditional High School. She will be with the department until the spring of 2012. Dr. Murase also welcomed Stacey Hoang as the Department's part-time Outreach and Development Manager, responsible for a new partnership with the Child Support Services Department seeking new clients and for researching grant opportunities.

### **III. CONSENT AGENDA**

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

**Action: To approve the Consent Agenda.**

**m/s/c (/Unanimous)**

- A. Resolution Recognizing Chandra Alexandre
- B. Resolution Recognizing Paul Oliva
- C. Resolution Recognizing U.S. Secretary of State Hillary Clinton for  
Convening the APEC Women and the Economy Summit
- D. Resolution Recognizing Antonio Flores in Honor of Domestic Violence Awareness Month
- E. Resolution Recognizing Officer Al Louie
- F. Resolution Recognizing Anne Marie Monroe, San Francisco Department of Human Resources
- G. Resolution Recognizing Anu Menon
- H. Resolution Recognizing the Board of Directors of the Friends of the Commission on the Status of Women

Paul Oliva accepted the recognition on behalf of the California APEC Host Committee. He

acknowledged the early work of Commissioner Kirshner-Rodriguez and the outreach by Dr. Murase during the meetings to APEC Leaders who will meet in Honolulu in November. Mr. Oliva announced that registration closes on Friday, October 28 if anyone was interested or available to attend.

San Francisco Police Lt. Antonio Flores acknowledged his partner of many years Lt. Art Stellini. He stated that the collaboration in San Francisco was exceptional. A native San Franciscan, Lt. Flores accepted the honor on behalf of all advocates in the domestic violence community.

President Gulbengay introduced Officer Louie who went above and beyond his duties to assist a Chinese woman who was seeking to regain custody of her child. Officer Louie explained that the Chinese math and science teacher married an American man who was teaching in China. They had a baby in February and came to the US to visit the husband's family. The couple moved in with the husband's family in Modesto, but the woman was kept in the garage and fed subsistence provisions. When the couple was scheduled to return to China, the husband served her wife with notice that he had sole custody of the child and did not intend to return to China. Officer Louie worked very closely with the mother to ensure that she received appropriate social services, legal assistance, and housing. He drove the mother multiple times between San Francisco and Modesto. Through his efforts and collaboration with multiple service providers, the mother was able to regain custody of her baby.

Dr. Murase recounted the numerous contributions that Associate Director Ms. Menon has made to the Department. She is now a widely-recognized expert on the issues of women's human rights, including human trafficking. She was also instrumental in the policy development that led to the creation of the public database on boards and Commissions. Ms. Menon is moving on to serve as Chief Operating Officer of her son's preschool Presidio Knolls.

Dr. Murase introduced Ms. Monroe who served as the Personnel Analyst for the Department. She thanked Ms. Monroe for her dedicated efforts in support of the Department.

Commissioners expressed their deep appreciation for the work of each of this evening's honorees.

**Public Comment:** Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked Lt. Antonio Flores and Lt. Art Stellini for their exceptional work. She also recognized the Commission, the Department, and community partners for their daily work in eliminating violence against women, a goal she believes is achievable.

## V. NEW BUSINESS

Director, Nancy Alfaro provided an overview of data generated from the 311 Directory Service for all City services.

Dr. Murase explained that Ms. Alfaro has been instrumental in the creation of the online data base for Commissions and Boards, as well as a crime victim resources website available at [www.sf311.org](http://www.sf311.org). 311 went live on March 29, 2007 and has answered over 12 million calls to date. The current call volume is approximately 220,000 calls per month, of which 80% of all calls are answered within 60 seconds. 311 has 67 Customer Service Representatives, 6 CSR Supervisors, 13 staff members in Executive, Business Analysis, Training, and Administration. 311 serves as a physical backup for 911, the Department of Elections call center, and Department of Health.

311 is also charged with maintaining the City's centralized online database of appointments to advisory bodies. This database serves to promote opportunities to participate in, and serve on city boards, commissions, task forces, and committees. Commissioners requested that the database gather the following fields as an option: age, sexual preference and nationality. Commissioners also suggested working with other Departments to advertise 311 and the available services.

## A. Woman Inc.

Robena Toomer, Executive Director, and Mariya Taher, Content Coordinator, of WOMAN Inc., provided an overview of the Domestic Violence Information and ReferralCenter. Ms. Toomer stated that the new website is a tool for even greater collaboration among domestic violence agencies. The website enables tracking of information requests. At its core, the DVIRC provides a shelter bed availability count for designated shelters located throughout the 9 Bay Area counties.

## VI. Reports

Commissioners reported on their activities in the community.

## VII. PUBLIC COMMENT

None.

## VII. ADJOURNMENT

**m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)**

The meeting adjourned at 7:30 pm.

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City and County of San Francisco

# Commission on the Status of Women

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD

## COMMISSION RETREAT AGENDA REVISED

Friday, November 18

8:30 AM – 12 Noon Public Meeting

1 PM – 3 PM Closed Session

Duane Morris LLP

One Market Plaza, Spear Tower, Suite 2200

International Room

San Francisco, CA 94105-1127

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### Roster:

President Kay Gulgengay

Vice President Julie Soo

Commissioner Alicia Gamez

Commissioner Nancy Kirshner-Rodriguez

Commissioner Rebecca Prowda

Commissioner Andrea Shorter

Commissioner Stephanie Simmons

11-14-11P03:48 RCVD

\*\* Public comment will be taken throughout the meeting. \*\*

### \*\* Continental Breakfast & Networking\*\*

8:30 - 9:00 am

### I. Welcome

Opening remarks by President Gulgengay.

9:00 – 9:05 am

### II. Approval of Agenda

Action: To approve the meeting agenda.

9:05 – 9:06 am

### III. Approval of Minutes

Explanatory document – Draft Minutes from November 18, 2011.

Action: To approve draft minutes from November 18, 2011.

9:06 – 9:10 am

### IV. Ice Breaker – Introductions

9:10 – 9:35 am

### V. Update from the Friends of the Commission on the Status of Women

9:35 – 9:50 am

### VI. CONSENT AGENDA

9:50 – 9:55 am

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

### A. Approval of the 2012 COSW Meeting Schedule

### B. Resolution Marking International Day to End Violence Against Women

**VII. Review of Goals for the Day**

Facilitator: Mike Wong

9:55 – 10:00 am

**VIII. Session I: Review of Strategic Plan**

Presentation by staff on Women's Human Rights

10:00 – 10:30 am

- A. **GOAL:** Create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs.
- B. **GOAL:** Create gender equality in San Francisco's private sector workplaces.
- C. **GOAL:** Promote women's leadership opportunities in San Francisco.
- D. **Other Goals:**
  - 1. 5<sup>th</sup> World Conference on Women
  - 2. Girls
  - 3. Health

**\*\*BREAK\*\***

10:30 - 10:40 am

**IX. Session II: Review of Strategic Plan**

10:40 – 11:30 am

- D. **GOAL:** Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention and Intervention (VAW) Grants Program.
- E. **GOAL:** Create a seamless criminal justice response to domestic violence.
- F. **GOAL:** Coordinate community-based and City-wide family violence prevention and intervention efforts in San Francisco.
- G. **GOAL:** End the trafficking of women into San Francisco and the wider Bay Area, and address the needs of trafficking survivors.
- H. **GOAL:** Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.
- I. **GOAL:** Provide high quality customer service to individual constituents, community and government agencies, and all others accessing Department services.

**\*\* LUNCH BREAK/Working Lunch\*\***

11:30 – 11:40 am

**X. Session III: Commission Leadership on Issues/Assignments**

11:40 – 12:30 pm

Network/Circle Exercise

*ACTION: To approve an extension of the current strategic plan.***XI. Wrap Up**

12:30 – 12:40 pm

**XI. PUBLIC COMMENT**

12:40 – 12:45 pm

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**XII. CLOSED SESSION**

1:00 – 2:00 pm

1. Public comment on all matters pertaining to the Closed Session.
2. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

**PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.**

3. Open Session

*Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).*

**XIII. Closing Remarks**

2:00 pm

*Action: Adjourn Meeting*

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# November 18, 2012

COSW Meeting Information - November 18, 2012

## COMMISSION MEETING MINUTES

**Wednesday, November 18, 2011**

**Friday, November 18**

**8:30 AM – 12 Noon Public Meeting**

**1 PM – 3 PM Closed Session**

**Duane Morris LLP**

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**One Market Plaza, Spear Tower, Suite 2200, International Room  
San Francisco, CA 94105-1127**

### Members Present

President Kay Gulgengay

Vice President Julie Soo

Commissioner Alicia Gamez

Commissioner Becca Prowda

Commissioner Nancy Kirshner-

Rodriguez

Commissioner Andrea Shorter

Commissioner Stephanie Simmons

### Staff Present

Executive Director Emily Murase

Policy Director Ann Lehman

Grants Administrator Carol Sacco

Commission Secretary Cynthia Vasquez

Members of the Public: Stephanie Block, Robin Brasso, Kathy Johnson, Beverly Upton, Jane Bernard Powers, Staci Martin, Mike Wong (Facilitator).

## I. Welcome

President Gulbengay welcomed everyone present and thanked everyone for attending.

## II. CALL TO ORDER/AGENDA CHANGES

President Gulbengay called the meeting to order at 8:40 am.

**m/s/c (Soo/Simmons/Unanimous)**

No public comment.

## III. APPROVAL OF MINUTES

President Gulbengay asked Commissioners to review the minutes from October 28, 2011. Commissioner Soo requested that Keenia Williams be honored for her heroism at the scene of a traffic accident at the January Commission meeting.

**Action: Approve minutes from October 28, 2011.**

**m/s/c (Soo/Simmons/Unanimous)**

No public comment.

## IV. Ice Breaker – Introductions

Facilitator Mike Wong asked everyone to break into small groups and share introduce themselves to someone they did not know and share a few interesting facts and then introduce each other to the larger group.

## V. Update from the Friends of the Commission on the Status of Women

Board member Barbara Mark reviewed the current Board which includes:

- Marily Mondejar, President Filipina Women's Network
- Peg McAllister, Lee Hecht Harrison
- Diana Reyes Baughman, Chevron
- Patricia Bovan, Attorney & Director, Global Contracts, Symantec Corporation
- Shinta Lim, Vice President, Mass Mutual
- Barbara Mark, Ph.D., CEO and Founder, Full Circle Institute, Immediate-Past President NAWBO-SFBA
- Esther Colwill, Principal, Deloitte Consulting
- Lenore McDonald, Development Professional
- Cathy Campbell, Director of Diversity & Inclusion Strategy Charles Schwab & Company, Inc.

Ms. Mark provided a financial report for 2011, a report on the 2011 achievements, and a brief review of the 2012 strategic plan. Ms. Mark reported that the Friends would like to institutionalize the CEDAW Awards Luncheon, which will be held on September 24, 2012, revive the Women in Leadership Luncheon, continue the Women's History Month Celebration, and engage the city to a greater extent. The Friends look forward to continuing to work closely with the Department and Commission in 2012. Commissioners thanked Ms. Mark for her service

## **VI. CONSENT AGENDA**

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### **A. Approval of the 2012 COSW Meeting Schedule**

## B. Resolution Marking International Day to End Violence Against Women

Commissioners reviewed the 2012 meeting schedule and requested a new date for the month of November as many had a conflict. The 2012 meeting schedule would be approved at the January Commission meeting.

*Action: To approve the amended Consent Agenda.*

m/s/c (Simmons/Kirshner-Rodriguez/Unanimous)

No public comment.

## VII. Review of Goals for the Day

Mike Wong reviewed the guidelines and expectations for the day.

## VIII. Session I: Review of Strategic Plan

### A. GOAL: Create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs.

Ann Lehman, Policy Director, explained that the CEDAW human rights framework is a holistic approach to the prevention of discrimination and the promotion of effective services, programs, employment and budget allocation for all. The framework promotes strategic planning, thinking, and evaluation and highlights best practices and areas in need of improvement in a pro-active, cultural/gender sensitive manner. The goal is to create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs. Departments should be encouraged to

- *Take the GEP assessment.*
- *List gender disaggregated data.*
- *Provide budgeting data disaggregated by the demographics of clients served..*

The Department hopes to develop a City & County certification process. Commissioners suggested following

up with the Departments where we have conducted Gender Analysis to see how far they have come.

#### **B. GOAL: Create gender equality in San Francisco's private sector workplaces.**

Ms. Lehman reported that the Gender Equality Principles Initiative (GEP) is a revolutionary project to help businesses around the world achieve greater gender equality and build more productive workplaces. Ms. Lehman reported on the 2010-2011 accomplishments which include:

- Launching "Beta" mode of the GEP website a year ago with over 300 folks at launch including Barbara Krumsiek, President and CEO, Calvert Group, Jennifer Siebel Newsom, Former First Lady of San Francisco, and many GEP participants.
- Formed an advisory group including members from Deloitte, Symantec, McKesson, Google, Catalyst, CEDAW lawyer, Levi's, Recology, SF Chamber of Commerce, and others.
- Received feedback on Beta website as too long and complicated. Based on the feedback, we met with GEP Advisory Group partners, Calvert, and Verite. Together with input from the new UN Women, we agreed to do a major overhaul from 450 indicators to under 150. We are completing a major revision based on this feedback to shorten the assessment and make it more user friendly.
- Worked with the Northeastern University School of Law students to create a major legal analysis of the GEP, *"Advancing Implementation and Measurement of the Gender Equality Principles: Legal Guide and Assessment Indicators."* The report outlines U.S. federal and international treaties, such as CEDAW, International Labor Organization (ILO) Conventions, and UN Universal Declaration Human Rights (UDHR) to help companies better understand their legal and social obligations regarding gender policies and practices
- Consulted with the State Government of Victoria (Australia) and BPW International on how to implement GEP.
- Presented the GEP to the city and community leaders in Eugene, Oregon.
- Presented at the UN Global Compact Women's Empowerment Principles conference in March.
- Held a GEP Roundtable on Marketing and Supply Chains was help in April 2011 (20 organizations), sponsored by Google.
- In June presented on the GEP to 100 International Women, sponsored by U.S. State Department.
- In September, worked with SF Bay Area Council and the State Department to help ensure the success of the

first ever Women's Economic Summit hosted by Secretary of State Hillary Clinton here in San Francisco. As part of the week-long events the GEP participants drafted their own set of APEC recommendations for women based on the learnings derived from implementing the GEP, through our own panels and discussion.

- Hosted a GEP roundtable meeting with White House Council on Women and Girls that enabled Senior Advisor to President Barack Obama Valerie Jarrett and Tina Tchen, Chief of Staff to the First Lady Michelle Obama, and other officials were able to experience a GEP roundtable first hand.
- Sponsored a reception for APEC women focusing on GEP marketing by showing former First Lady of San Francisco Jennifer Siebel Newsom's film "Miss Representation." Also met with Newsom's staff to discuss doing joint advocacy around the GEP.
- Gave an interview on KQED News during the Women's Economic Summit <http://www.kqed.org/a/kqednews/RN201109151730>
- Talked to UN Women/Social Accountability International about the possibility of creating a certification/seal process, UN Gender Equality Seal (GES) as an auditable standard.

Goals for 2012 include:

- Add a fun "quiz" to entice companies to use the GEP assessment.
- Document best practices regarding using the assessment. Gathering as many high level people in the room at once increases the learning across departments and regions about how the company is doing vis-à-vis women's equality. Even companies that are now known for being "women friendly" had areas of weakness and something to learn.
- Discuss working with the New York City Women's Agenda to launch a GEP Initiative in March 2012.
- Redesign website that will increase usability to launch in February 2012.
- Plan our first 2012 roundtable for January 6 to focus on Californian new Trafficking and Transparency law that goes into effect January 1, 2012.
- Recruit 20 total companies to take the assessment by June 2013.
- Measure the impact of the GEP assessment.
- Publish 2 articles on the GEP by June 2013

Commissioners discussed setting a goal to develop legislation mandating that all city vendors take the assessment before they are able to do business with the City. In order to do this, and to get additional support for CEDAW, Commissioners suggested reaching out to other women commissioners and Department heads.

#### **C. GOAL: Promote women's leadership opportunities in San Francisco.**

Dr. Murase reported that the Department partnered with 311 to develop a website/database promotes opportunities for members of the public to participate in, and serve on city boards, commissions, task forces, and committees. The database allows people to learn more about a policy body's membership and general information. The Department will be conducting the biannual report on the gender analysis of Board and Commissions and will report to the Commission at an upcoming meeting.

#### **D. Other Goals:**

- 1. 5<sup>th</sup> World Conference on Women**
- 2. Girls**
- 3. Health**

Dr. Murase reported that the 5<sup>th</sup> World Conference on Women Steering Committee continues to meet on a monthly basis. The Steering has made outreach at a variety of events and has received much support from community organizations and key community members. Despite loss of staffing for girls and health issues, Dr. Murase expressed hope that more can be achieved in these areas in the coming year.

### **IX. Session II: Review of Strategic Plan**

#### **D. GOAL: Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention and Intervention (VAW) Grants Program.**

Grants Administrator Carol Sacco provided an update on the Violence Against Women Prevention and

Intervention (VAW) Programs. In FY10-11 the Department distributed grants totaling \$2,743,550 to 34 programs that provided services in 6 core areas: Crisis Lines, Intervention & Advocacy, Legal Services, Prevention & Education, Emergency Services, and Transitional Housing. Ms. Sacco reviewed the accomplishments for FY10-11 by gender, race, and age. The Department will continue to support and monitor Partner Agencies in the Citywide Non-Profit Fiscal and Compliance Monitoring Task Force, and will organize the annual Partner Agency Conference, continue to provide technical assistance, analyze quarterly report data, and develop Programmatic Monitoring Guidelines.

**E. GOAL: Create a seamless criminal justice response to domestic violence.**

Dr. Murase reported that the Justice and Courage Oversight Panel continues to meet and make progress. This last year some of the most significant accomplishments included:

- New Police Codes for elder abuse and child abuse
- New elder abuse inspectors who are available 24 hours a day 7 days of the week
- Securing a dedicated space for the Special Victims Unit (5th Floor of the Hall of Justice)
- Completed the Secure Communities Report.

The oversight panel continues to work on:

- Providing safe housing for DV Victims
- Implementing JUSTIS
- Ensuring the quality of Batterer's Intervention Programs
- Conducting Department Head meetings.
- Meeting on a quarterly basis.

**F. GOAL: Coordinate community-based and City-wide family violence prevention and intervention efforts in San Francisco.**

Dr. Murase reported that the Family Violence Council continues to meet quarterly with very high attendance by community-based organizations and city departments. In the last year, the following accomplishments were

made:

- 2010 Report on Family Violence in San Francisco was released.
- A pilot child abuse intervention program is being developed
- The city budget for direct services was by and large been protected from deleterious reductions.

In 2012 the Council will:

- Conduct a public outreach campaign
- Update the 2010 Report on Family Violence
- Continue to meet on a quarterly basis.

Commissioners suggested cross training all stakeholders that come in contact with victims of violence and train them together. Commissioners also recommended using other women's organization to share the work that we are doing and bring in a new set of players to the table. Dr. Murase was pleased to say that San Francisco Family Violence Council is the leading City and County bringing together stakeholders in child abuse, elder abuse and domestic violence.

**GOAL: End the trafficking of women into San Francisco and the wider Bay Area, and address the needs of trafficking survivors.**

Together with the Human Rights Commission, the Department continues to be the lead city agency in the San Francisco Collaborative Against Human Trafficking (SFCAGHT). SFCAGHT is committed to ending human trafficking through collaboration, education, outreach, advocacy, and supporting survivors of human trafficking by taking a zero tolerance stance on exploitation, violence, and human trafficking. SFCAGHT will hold a public awareness campaign in January, and has announced the inaugural poster contest theme, "From Bystander to Upstander: Taking Action Against Abuse." Organizers hope to have the participation of the Mayor, Board of Supervisors, and local appointed officials at the Human Trafficking Awareness Day event in January.

**H. GOAL: Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.**

Dr. Murase reported that the goals of the Department include:

- Increase staffing through interns and volunteers
- Expand grant writing
- Implement a social media strategy
- Expand referral service to Spanish and Chinese speakers.

**I. GOAL: Provide high quality customer service to individual constituents, community and government agencies, and all others accessing Department services.**

Cynthia Vasquez reported that the Department continues to provide quality referrals to clients and members of the public to community and government agencies.

**X. Session III: Commission Leadership on Issues/Assignments**

Commissioners and members of the public participated in a networking exercise.

***ACTION: To approve an extension of the current strategic plan.*****m/s/c *Soo/Gulbengay/Unanimous***

Dr. Murase reviewed the current Commissioner assignments:

Kay Gulbengay, President

Friends Liaison

Gender Equality Principles Initiative

Julie Soo, Vice President

Health

Alicia Gamez

Gender Equality Principles Initiative

Nancy Kirshner-Rodriguez

Human Trafficking

5WCW

Becca Prowda

Violence Against Women Prevention and Intervention Programs

Andrea Shorter

Justice and Courage Oversight Panel (Chair)

Stephanie Simmons

Family Violence Council

Mr. Wong conducted a brainstorming session to name key partnerships or networks with the Commission that should continue to explore and utilize:

- Law Enforcement
- Elected Officials
- Bars & Trade Associations
- Gender Equality Initiative Partners
- Friends of the Commission
- Unified School District
- Scholars
- Civil Rights Organizations
- Women's Organizations
- Community Groups
- Funders and Donors
- Survivor Groups
- Media Outlets
- International groups – UN, Consulate Core

## XI. Wrap Up

Commissioners provided feedback on what they felt went well during the retreat which included:

- Focused time for discussion
- Were able to find out more information on fellow Commissioners, staff, and members of the community

- Collegiality
- Meeting new community partners
- Staff roles and reports
- Interaction between community members and Commissioners.

**Areas for future development:**

- More time, possibly hold 2 half day retreats
- Encouraged more public participation
- Clarification on advocacy roles of Commissioners
- More input on agenda from Commissioners.

**XI. PUBLIC COMMENT**

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked Commissioners for welcoming community members and recognized everyone for their participation in this enriching conversation.

**XII. CLOSED SESSION**

1. Public comment on all matters pertaining to the Closed Session.
2. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

3. Open Session

**Action:** Motion not to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

**m/s/c (Simmons/Soo/Unanimous)**

### XIII. Closing Remarks

Dr. Murase acknowledged Department staff whose dedicated efforts contributed to the day's productive activities.

Action: Adjourn Meeting.

m/s/c (Gulbengay/Soo/Unanimous)

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(San Francisco City Hall) and  
Grove Street

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Suite 130

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**City and County of San Francisco  
Commission on the Status of Women**

*Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD*

**KAY GULBENGAY**  
President

**JULIE SOO**  
Vice President

**ALICIA GAMEZ**  
Commissioner

**NANCY KIRSHNER-RODRIGUEZ**  
Commissioner

**REBECCA PROWDA**  
Commissioner

**ANDREA SHORTER**  
Commissioner

**STEPHANIE SIMMONS**  
Commissioner

**EMILY MURASE, PhD**  
Executive Director

**COMMISSION MEETING AGENDA**

**Wednesday, January 25, 2012**

**5:00 PM**

**City Hall, Room 408  
1 Dr. Carlton B. Goodlett Street  
San Francisco, CA 94102**

**Roster:**

*President Kay Gulgengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons*

*Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 1 hour 38 minutes*

**I. CALL TO ORDER/AGENDA CHANGES**

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

**DISCUSSION/ACTION** *2 min.*

**II. APPROVAL OF MINUTES**

Explanatory document – Draft Minutes from November 18, 2011.

*Action: To approve draft minutes from November 18, 2011.*

**DISCUSSION/ACTION** *5 min.*

**III. EXECUTIVE DIRECTOR'S REPORT**

**DISCUSSION/ACTION**

**A. Executive Director's Report**

*10 min.*

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**IV. CONSENT AGENDA**

**DISCUSSION/ACTION** *15 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

*Action: To approve the Consent Agenda.*

01-23-12 A 08:25 RCV

- A. Approval of the 2012 COSW Meeting Schedule**
- B. Resolution Recognizing Keenia Williams**
- C. Resolution Recognizing Zwazzi Sowo**
- D. Resolution Recognizing Raquel Miller**

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## V. NEW BUSINESS

## DISCUSSION/ACTION

### A. FY2012-2014 Proposed Budget

30 min.

Commissioners will review the proposed budget for FY12-14.

Action: To adopt the budget for FY12-14.

### B. Domestic Violence Discussion

30 min.

Public comment will be limited to 2 minutes per speaker.

## VI. Reports

Commissioners can report on activities related to the work of the Commission.

### A. Association of California Commissions on Women

Commissioner Alicia Gamez

## VII. PUBLIC COMMENT

## DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT

## ACTION

1 min.

Adjourn the meeting in memory of Ellen Pence, Warren Hellman, John Buchanan, Jr. Elaine McKeon and Russell Benioff.

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# January 25, 2012

COSW Meeting Information - January 25, 2012

## COMMISSION MEETING MINUTES

Wednesday, January 25, 2012

### Members Present Staff Present

President Kay Gulgengay Executive Director Emily Murase

Vice President Julie Soo Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Policy Director Ann Lehman

Commissioner Becca Prowda Grants Administrator Carol Sacco

Commissioner Nancy Kirshner- Commission Secretary Cynthia Vasquez

Rodriguez Department Fellow Janet Connor

Commissioner Andrea Shorter

Commissioner Stephanie Simmons

### I. Welcome

President Gulgengay welcomed everyone present and thanked everyone for attending.

### II. CALL TO ORDER/ AGENDA CHANGES

President Gulgengay called the meeting to order at 5:04 pm.

m/s/c (Gulgengay/Gamez/Unanimous)

No public comment.

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### III. APPROVAL OF MINUTES

Action: Approve minutes from November 18, 2011.

m/s/c (Soo/Gamez/Unanimous)

No public comment.

#### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Dr. Murase introduced Department Intern Janet Connor who recently graduated from the University of Chicago and is working with Policy Director Ann Lehman on the Gender Equality Principles.

Dr. Murase reported that on January 6 the Department hosted the Gender Equalities Principles Roundtable, "How to Comply with New Anti-Human Trafficking Law." On January 1, 2012, the California Transparency in Supply Chain Act requires companies with \$100 million in annual worldwide revenues to publicly address human trafficking risks in their supply chains. This roundtable featured an expert panel to provide a roadmap for compliance with this groundbreaking law, the first of its kind in the nation.

The Department also hosted a reception on January 13 for local leaders to meet the board members to the US National Committee for UN Women. Stephanie Block, Board Member of USNC-UN Women and a volunteer with our Department, alerted us to their scheduled board meeting in San Francisco. Over 70 women and a few men throughout the Bay Area attended and networked with the board members who came from Florida, North Carolina, and New York.

Dr. Murase reported that on January 11, National Human Trafficking Awareness Day, the San Francisco Collaboration Against Human Trafficking held an awards ceremony at City Hall to raise awareness about human trafficking and to recognize students who submitted posters. The winning poster submitted by Doreen Pacini, a 9th grader from Ruth Asawa School of the Arts.

Dr. Murase announced that on March 6 the Department in collaboration with the Board of Supervisors, and the Mayor's Office to celebrate Women's History Month. We have asked that the Mayor and the Board of Supervisors identify a woman business owner to honor. The presentations will be held on Tuesday, March 6, 2012 in the Board Chambers at 3:30 pm with a reception to follow at the North Light Court with First Lady Anita Lee.

Commissioner Soo thanked the staff for all of their contributions and acknowledged Outreach and Development Manager Stacey Hoang for her assistance in hosting the US National Committee for UN women.

#### IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

- A. Approval of the 2012 COSW Meeting Schedule
- B. Resolution Recognizing Keenia Williams
- C. Resolution Recognizing Zwazzi Sowo [postponed]
- D. Resolution Recognizing Raquel Miller
- E. Resolution Urging the Reinstatement of the California Commission on the Status of Women

President Gulbengay announced that the resolution recognizing Zwazzi Sowo will be postponed until the month of March.

Keenia Williams, the young woman who saved a truck driver from a fiery crash on the freeway, thanked the Commission and explained that her heroic actions were what any good person would do and what she would want someone to do for her. Ms. Williams thanked the Commission for the honor.

Raquel Miller, an Olympic contender in women's boxing, thanked the Commission for honoring her. Ms. Miller explained how great it is to be doing something that she was told that as a girl she could not do.

Dr. Murase explained that the California Commission has been the target of budget cuts for several years. The Commission agreed to strongly urge Governor Jerry Brown to reinstate funding to the State Commission.

## V. NEW BUSINESS

### A. FY2012-2014 Proposed Budget

Commissioners reviewed the proposed budget for FY12-14. Dr. Murase explained that each Department is being asked to provide a 2 year budget proposal. The budget instructions include reduction of General Funds by 5% each fiscal year, contingency cuts of 2.5% for either year, and a 1% staffing reduction. This amounts to \$164,733 for FY12-13, \$164,733 for FY 13-14, and \$82,366 in contingency for either year. Chanda Ikeda, our new analyst from the Mayor's Budget Office, was planning to attend but called into another meeting. Ms. Hoang presented the proposed budget.

Commissioners discussed how budget cuts would impact vital services for domestic violence survivors.

Commissioners discussed gathering data and testimonials on how funding reductions would affect clients. Dr. Murase explained that some data is available in the 2010 Family Violence Comprehensive Report. Some client testimonials were provided in the Commission packets, and have been requested from our Partner Agencies. Commissioners agreed that personal testimonials and data on the impact of budget cuts are compelling information that should be presented when they meet with members of the Board of Supervisors and the Mayor's Office.

Beverly Upton, Executive Director of the Domestic Violence Consortium, urged the Commission to not approve the proposed budget. Ms. Upton explained that the Partner Agencies in partnership with the Commission have worked collaboratively in meeting with the Board of Supervisors and to the Mayor's Office to reinstate funding cuts.

Stacey Mazzo with the Community Youth Center (CYC) explained that CYC supports LGBT Youth who are 2 times more likely to experience violence in their relationships. She requested that the Commission reject the proposed budget.

Rachel West, In Defense of Prostitute Women, requested the Commission not approve the proposed budget. Ms. West explained that sex workers are a vulnerable population and data on violence against sex workers is not easily available as this is a hidden crime. A cut in funding would impact the intervention and prevention efforts that her organization provides to this vulnerable population.

Vera Inoue-Terris, Social Services Director at the Arab Cultural Center, explained that the funding from the Department supports vital services to the Arab community. In January alone the Center gained 15 new clients and 1 human trafficking case. The Center is one of the only providers of services that are linguistically, and culturally sensitive to the Arab community and 99% of their clients are monolingual or limited English speakers.

Janelle White, Executive Director of San Francisco Women Against Rape, explained that many of the partner agencies are facing cuts at the federal, state and local level. Thus the actual reduction in funding it is more than what is being proposed. Ms. White urged the Commission to reject the proposed budget reductions.

Stella and 3 of her peers with Young Asian Women Against Violence (YAWAV) explained the negative consequences to the community if funding were cut. Not only does the Department's funding go towards educating youth, but it also helps provide immediate shelter and medical counseling. Stella requested the Commission not approve the proposed budget.

Kathy Black, Executive Director of La Casa de las Madres, explained that funding reduction chip away at the few

resources women, teens, and children who experience domestic violence. Ms. Black stated that this must be brought to the attention of the public during this crucial time. Ms. Black thanked the Department and Commission for their continued support and urged the Commission to reject the proposed budget reductions.

Yulonda Kwong, with Donaldina Cameron House, explained that her agency provides case management, support groups, counseling services, help for children who have witnessed violence, and many other services. Written testimonial was also provided. Ms. Kwong requested the Commission not approve the proposed budget.

Commissioners thanked the Partner Agencies for the dialogue and testimony as it helps when the Commissioners meet with the Board of Supervisors and the Mayor.

Action: To reject the proposed budget for FY12-14 with reduced funding.

m/s/c (Shorter/Soo/Unanimous)

#### B. Domestic Violence Discussion .

Sonia Melara, Executive Director of the Ralley Family Visitation Services Program, explained that her agency helps children who have been exposed to violence visit with their parents in a secure environment. Ms. Melara explained that domestic violence is not only a women's issue, but also a family issue.

Jane Bernard Powers with Democratic Women in Action explained that it has been noted that the incidence of domestic violence increases during an economic downturn and that given the current economic crisis, a case needs to be made to our local leaders of how vital the services are that are being provided by our Partner Agencies. San Francisco has been a model of how agencies can successfully partner together to provide services.

Amy Hittner, with Democratic Women in Action and a Professor Emerita at San Francisco State University explained early intervention and education on violence has been successful.

Sharon Johnson, former Executive Director of the Department on the Status of Women, explained that domestic violence is clearly not a family matter. Ms. Johnson asked the Commission to continue to be advocates for domestic violence victims and survivors and to advocate to our local leaders about the importance of violence against women services.

Stella King, with the Asian Women's Shelter thanked the Commission for rejecting the proposed budget cuts. The services Partner Agencies provide make a holistic network of services. Cuts to these vital services will affect the entire network.

Commissioners thanked the Partner Agencies for their compelling testimonials and shared their concern with proposed funding cuts. Commissioners expressed that we need to remove the stigma that goes along with victims of violence, give them a voice. Education and prevention are key components that should continue to be emphasized. This is a crucial time in San Francisco and the Commission has taken a firm stance in not supporting cuts to vital and important services. Commissioners restated that domestic violence is not a family matter as it affects our entire community. They take pride and in what the Commission on the Status of Women has done and continues to do. The services Partner Agencies are available to everyone regardless of their background or demographics. Commissioners echoed how proud they are of the network and community approach the agencies have taken in serving victims of violence. The Commissioners will continue to advocate for services to women, girls, families and

the communities we live in to try to live free of violence.

## VI. Reports

### A. Association of California Commissions on Women

Commissioner Alicia Gamez attended the statewide retreat on January 13- January 15. The retreat included discussion on the budget cuts to the California Commission and how the economic crisis is affecting local commissions. The ACCW passed a resolution supporting the proposal to bring the 5WCW to San Francisco. The next meeting will be held in Sacramento, close to state legislature representative so they can advocate for the California Commission.

## VII. PUBLIC COMMENT

None.

## VIII. ADJOURNMENT

Adjourn the meeting in memory of Ellen Pence, Warren Hellman, John Buchanan, Jr., Elaine McKeon, Bingham Ray and Russell Benioff.

m/s/c (Shorter/Soo/Unanimous)

No public comment.

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDIA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

Wednesday, February 22, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street  
San Francisco, CA 94102

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### Roster:

President Kay Gulgengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowda  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

*Total Estimated Meeting Time: 1 hour 58 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

DISCUSSION/ACTION 2 min.

### II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from January 25, 2012.

*Action: To approve draft minutes from January 25, 2012.*

DISCUSSION/ACTION 5 min.

### III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

#### A. Executive Director's Report

5 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA

DISCUSSION/ACTION 10 min.

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*Action: To approve the Consent Agenda.*

- A. Resolution Recognizing the Benioff Donation to Star of the Sea Convent
- B. Resolution Recognizing Zwazazi Sowo
- C. Resolution Recognizing Women's History Month Honorees
- D. Resolution Recognizing the Breastfeeding Promotion Coalition

### V. NEW BUSINESS

DISCUSSION/ACTION

#### A. Gender Analysis of Boards and Commissions

15 min.

Stacey Hoang will provide a report on the 2011 Gender Analysis of Boards and Commissions.

**B. Breast Feeding Coalition Presentation***20 min.*

Magdalene Louie, WIC Program Coordinator with the Department of Public Health and Grace Lee, Breastfeeding Coordinator with the Department of Public Health will provide an overview of the Coalition and provide information on the Workplace Lactation Accommodation Forum that is being planned.

**C. Glide – Women's Center***20 min.*

Zwazzi Sowo, Executive Director of the Women's Center will provide an overview of services provided.

**VI. Reports***25 min.*

Commissioners can report on activities related to the work of the Commission.

A. Justice & Courage	Commissioner Andrea Shorter
B. Family Violence Council	Commissioner Stephanie Simmons
C. Health	Vice President Julie Soo
D. Gender Equality Principles Initiative	President Kay Gulbengay
E. Association of California Commissions for Women	Commissioner Alicia Gamez
F. Violence Against Women Prevention and Intervention Programs	Commissioner Becca Prowda
G. 5th World Conference on Women	Commissioner Nancy Kirshner-Rodriguez

**VII. PUBLIC COMMENT****DISCUSSION***5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VIII. ADJOURNMENT****ACTION***1 min.***Adjourn the meeting.**

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDIA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

Wednesday, March 28, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street  
San Francisco, CA 94102

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### Roster:

President Kay Gulbengay  
Commissioner Alicia Gamez  
Commissioner Rebecca Prowdia  
Commissioner Stephanie Simmons

Vice President Julie Soo  
Commissioner Nancy Kirshner-Rodriguez  
Commissioner Andrea Shorter

*Total Estimated Meeting Time: 1 hour 43 minutes*

## I. CALL TO ORDER/AGENDA CHANGES

Remarks by President Gulbengay.

*Action: To approve the meeting agenda.*

### DISCUSSION/ACTION

2 min.

## II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from February 22, 2012.

*Action: To approve draft minutes from February 22, 2012.*

### DISCUSSION/ACTION

5 min.

## III. EXECUTIVE DIRECTOR'S REPORT

### DISCUSSION/ACTION

### A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### B. Horizons Unlimited

10 min.

Nora Rios Reddick, will provide an overview of services provided at Horizons.

### C. Report from the United Nations Commission on the Status of Women

10 min.

Dr. Murase will provide a report on the trainings she conducted in New York at the UN Parallel Sessions, and introduce the proposal to host the UN 5th World Conference on Women 2015 in San Francisco. Long-time proponent of the 5th World Conference on Women and a speaker at the UN Parallel Sessions on the topic, Delphine Jacquin and Esther Colwill of Deloitte, and Paul Oliva of Oliva Consulting will provide additional background.

## IV. CONSENT AGENDA

### DISCUSSION/ACTION

15 min.

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*Action: To approve the Consent Agenda.*

- A. Resolution Recognizing Den Quinsay
- B. Resolution Recognizing March 12 as the 100<sup>th</sup> Anniversary of the Girl Scouts USA
- C. Resolution Recognizing the Contributions of Michiya Hanayagi

**V. NEW BUSINESS**

**DISCUSSION/ACTION**

**A. Human Rights Commission**

*20 min.*

Beverly Popek , Acting Contract Compliance Officer, will provide an overview of the local business enterprise.

**B. The Adult Probation Department**

*20 min.*

Chief Wendy Still and Jessica Flintoft Director of the Reentry Division will provide and update.

**VI. Reports**

*15 min.*

Commissioners can report on activities related to the work of the Commission.

**VII. PUBLIC COMMENT**

**DISCUSSION**

*5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VIII. ADJOURNMENT**

**ACTION**

*1 min.*

Adjourn the meeting.

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# March 28, 2012

COSW Meeting Information - March 28, 2012

## COMMISSION MEETING MINUTES

Wednesday, March 28, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

### Members Present Staff Present

President Kay Gulbengay Executive Director Emily M. Murase, PhD

Vice President Julie Soo Media & Community Affairs Director Aimee Alison

Commissioner Alicia Gamez Outreach and Development Manager Stacey Hoang

Commissioner Nancy Kirshner- Grants Administrator Carol Sacco

Rodríguez Commission Secretary Cynthia Vasquez

Commissioner Becca Prowda

Commissioner Andrea Shorter

Commissioner Stephanie Simmons

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### I. Welcome

President Kay Gulbengay called the meeting to order at 5:04 pm. President Gulbengay requested moving the Human Rights Commission presentation up on the agenda.

Action: Approve amended agenda.

m/s/c (Soo/Simmons/Unanimous)

### II. APPROVAL OF MINUTES

Action: Approve minutes from February 22, 2012.

m/s/c (Shorter/Prowda/Unanimous)

No public comment.

#### A. Horizons Unlimited .

Executive Director Nora Rios Reddick provided an overview of services provided at Horizons which serves close to 6,000 clients per year. Ms. Rios Reddick introduced her colleague Shirley Nivel who is the Program Manager of Gender Specific Programs. Horizons is a community-based organization located in the northeast sector of the Mission District which provides job readiness services, substance abuse treatment and prevention services, youth specific employment services, and gender specific violence prevention services. The Mission of Horizons is to be a youth development and empowerment organization rooted in community service and advocacy. Culturally competent and linguistically sensitive programs are driven by the needs of the youth and reflect the diverse population they serve. Horizons primary goal is to engage, educate, and inspire youth. Horizon's target population is at-risk Latino and other youth of color and their families who face multiple and persistent risk factors. The target geographic area is the predominantly Latino Mission District. Some of the prevention programs Horizons offers are:

- After-School Alternative Programming
- Strengthening Families Program
- Environmental Prevention: Media Messageing, Audio Production, Event/Campaign Development, Latinos for Alcohol Prevention, Youth Leadership
- Substance Abuse Prevention Education
- Operation: Alcohol Reduction
- The DJ Project

Ms. Rios Reddick explained that the gender-specific programs are intended to empower young women and men to become peer educators, community leaders, and stakeholders in their success. The Females Against Violence Program (FAV) is a 6 month peer education and leadership program for at-risk Latinas and other youth of color. The young women are ages 14-20, and are offered a stipend of \$100 per month. They receive 50 hours of training on teen dating, domestic violence, sexual assault, and gang life. FAV has 2 cycles per year and meets 4 days of the week. After the young women complete the trainings, they conduct violence prevention workshops and presentations, which they in turn present at schools, other community and youth-based organizations.

Another program is Jovenes Education and Empowerment Program (JEEP), is a 6-month education and leadership program focused on young men's cultural awareness, healing, violence prevention and intervention, self-esteem building, education on teen dating violence, and the promotion of healthy relationships amongst youth men and their families, partners, and peers. The young men develop and conduct educational presentations at high schools and other community based organizations.

Ms. Rios Reddick reported 80% of Horizons clients are Latino/Latina, 5% are African American, 5% Asian American, and 10% are Multi-ethnic.

Commissioners requested information on the next graduation ceremony so they may possibly attend.

Commissioner Shorter asked how the Commission can continue to support the work of Horizons and how they serve youth that identify themselves as Nortenos or Surenos, considering the agency's location. Ms. Rios Reddick explained that although they are considered to be in Sureno "territory," they provide "Late Night" events where Nortenos can access the services they provide after hours when it is safer for them to visit their locations. Ms. Rios Reddick recommended funding other similar youth services throughout the Mission District.

#### B. Report from the United Nations Commission on the Status of Women

Dr. Emily Murase reported that Outreach Manager Stacey Hoang, Department Fellow Janet Connor, Korean Researcher Sookja-Kim, and she traveled to New York for the United Nations Commission on the Status of Women's 56th Session, February 24 - 29, to be among over 6,000 delegates from around the world. At the Department-organized workshop on the proposed 5th World Conference on Women, over 60 women representing most regions on the world discussed why a 5th World Conference on Women is long overdue and why it should be in San Francisco. A large delegation of San Francisco women, including many 5WCW Steering Committee members, traveled to these meetings to promote the hosting of the 5WCW in San Francisco. Members of the delegation had key conversations with UN Women Secretary-General Michele Bachelet, and leaders of the All-China Women's Federation and the African Women's Congress. On International Women's Day, March 8, President of the UN General Assembly Nassir Abdulaziz Al-Nasser and UN Secretary Ban Ki-Moon issued a historic statement declaring their support for a 5WCW in 2015. Dr. Murase introduced Media and Community Affairs Director Aimee Allison who will be

spearheading this project.

Ms. Allison introduced Delphine Jacquin with Deloitte, who explained that she will be working with the Department, Steering Committee, Consultant Paul Oliva, and a group of 5-7 volunteers from Deloitte to prepare a presentation for the Mayor and Board of Supervisors to get their full support to host the conference. Ms. Allison reported that the Steering Committee will be developing a list of 100 prominent women to help support and participate in the 5WCW. Commissioners suggested a list of possible women to contact locally and internationally.

### III. Consent Agenda

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approve consent agenda.

m/s/c (Soo/Shorter/Unanimous)

A. Resolution Recognizing Den Quinsay

B. Resolution Recognizing March 12 as the 100th Anniversary of the Girl Scouts USA

C. Resolution Recognizing the Contributions of Michiya Hanayagi

Trina Merriman, leader of the San Francisco Service Unit of Girl Scouts, thanked the Commission for its support. She explained that the Girl Scout mission is to "build girls of courage, confidence, and character who make the world a better place." Through the Girl Scout leadership experience, girls discover, connect, and take action to positively impact their communities. A diverse group of Girl Scouts, ranging from Brownies to Ambassadors, introduced themselves and shared with the Commission their favorite cookies as well as their best Girl Scout experience. Dr. Murase thanked all the parents for supporting their daughters at Girl Scout meetings, events and cookie selling.

Madame Michiya Hanayagi thanked the Commission for acknowledging her work in introducing the Hanayagi School of Japanese Classical Dance to North America and for sharing Japanese culture with the wider community, including appearing in every Cherry Blossom Festival and Grand Parade since its inception 45 years ago.

### IV. NEW BUSINESS

A. Human Rights Commission

Beverly Popek, Acting Contract Compliance Officer, provided an overview of the local business enterprise program. Ms. Popek explained that the Human Rights Commission (HRC) is designated in Chapter 14B of the City's Administrative Code (Local Business Enterprise and Non-Discrimination in Contracting Ordinance) to oversee assistance to small and micro local businesses to increase their ability to compete effectively for City contracts. Firms apply to be certified as: Woman Business Enterprise (WBE), Minority Business Enterprise (MBE), or Other Business Enterprise (OBE). In order to participate in San Francisco's LBE program and receive bidding discounts for city contracts, a firm must first be an HRC-certified Local Business Enterprise (LBE). To become an LBE, a firm must meet both of the following requirements:

1) Local (i.e. have had your principle place of business in San Francisco for at least six months or be located within the

SPPUC Water System service area as defined by zip code); and

2) Economically disadvantaged, which relates to the type of business and average gross receipts for the last three years.

Ms. Popek reviewed how the LBE works.

- **LBE Subcontracting Goals:** The Human Rights Commission establishes project-specific LBE subcontracting participation goals on most City-funded projects and contractors bidding on these projects must satisfy the LBE participation goals for their bid to be deemed responsive.
- **LBE Bid Discounts:** When LBEs bid on City projects at the prime contracting level they may be eligible for a bid discount ranging between 2% - 10%.
- **Micro Set-Aside Contracts:** Small firms often lack the capacity and/or capital to effectively compete against large firms when bidding on City contracts. Consequently, their participation is often limited to serving as a subcontractors to larger firms. In an effort to increase the capacity of small firms San Francisco has devised a "Micro Set-Aside Program" whereby smaller contracts are carved out specifically for "micro-LBEs".
- **Surety Bond & Financial Assistance Program:** The Surety Bond & Financing Assistance Program is designed to help LBE contractors who are participating in City construction projects obtain and/or increase their bonding and financing capacity.

The HRC designates Micro, Small, and SBA LBEs with woman-ownership greater than or equal to 51% as being "Woman Owned" (WBE). The Top 5 WBE certification categories are Interior Design, Architectural, Community Relations/Public Affairs, Computer Graphic Arts, and Environmental Advisory Services.

In the 1st and 2nd Quarter of FY2011/2012:

- 5 of 67 contracts awarded to WBEs
- WBEs received \$3.6M in Subcontract Awards
- WBEs were awarded \$8.4 out of \$132M

HRC also holds monthly workshops for business, the 1st Wednesday the certification process is reviewed, the 2nd Wednesday the bid on City contracts are reviewed and the 3rd Wednesday the insurance and security bond process is reviewed.

#### B. The Adult Probation Department

Chief Wendy Still and Jessica Flimtoft, Director of the Reentry Division, provided an update on the department's gender equity work. The Department supervises 8,105 per day (4,838 on felony probation, 52 on mandatory supervision, and 222 on post-release community supervision). The Department conducts 175 presentence investigations per month. Currently, women account for 63% of the workforce, a marked increase over the 44% in 2009. Women of color are represented at all levels of the workforce (131 total), including management (30%), supervising probation officers (42%), deputy probation officers (49%), and other (47%). The ethnic breakdown of the workplace better reflects the community being served.

Chief Still discussed work-life initiatives including a Recruitment & Retention Committee, expanding flexible schedules, and planning for an improved lactation room. Of the 8,105 clients, 83% are male and 16% are female. Of the 1,008 women under supervision, 58% are African American, 28% are White, and the remainder are single digit percentages of Latino, Asian, Pacific Islander, and Other. The highest percentage are 26-35 years old (37%), 36-45 years (23%), 45 years + (23%), and 18 - 25 years (18%).

Chief Still also reviewed approaches to supervision, including a family-focused probation model. She reviewed gender informed practices at the department and concluded with examples of the influence of the Commission's Justice & Courage Domestic Violence Policy Reform Committee:

- Improved batterer certification process
- Continued use of Language Line for expanded language access.
- New domestic violence unit dedicated to 18 - 25 year old probationers
- New staff in the Bayview District funded by a federal Violence Against Women Act grant
- New domestic violence unit dedicated to child abuse intervention
- Completed 2012 domestic violence law training update.

Commissioners thanked Chief Still for her tremendous leadership at the department and expressed strong support for the many advances in gender equity reviewed in the presentation.

Dr. Murase acknowledged Kathy Black and Beverly Upton, Justice and Courage Oversight Panel members, for their work with the Panel and making significant changes and recommendations. Having all criminal justice agencies use the Language Line to expand language access was a recommendation by the Oversight Panel in the Domestic Violence Victim Safety & Accountability Audit. Another accomplishment was the 52-week child abuse intervention program that the City piloting after focused attention by the Family Violence Council.

#### V. Executive Director's Report

Dr. Murase highlighted key parts of the Executive Director's report. Dr. Murase reported on the successful luncheon with UNESCO Director-General Irina Bokova to the launch of the Friends' Conversations with Exceptional Women luncheon series. The Director-General was interviewed by CEDAW Women's Human Rights Honoree Noosheen Hashemi, Founder of the HAND Foundation, on the need for greater science education for girls and science career opportunities for women.

Dr. Murase reported that, together with Commissioner Gamez, Commissioner Rodriguez, Commissioner Shorter and Department staff, she attended a rally with House Leader Nancy Pelosi at the Women's Building in support of the Affordable Healthcare Act that requires critical health coverage for Americans.

Dr. Murase reported that, on March 28, she and Grants Administrator Carol Sacco attended the Business Case for Lactation Accommodation Forum that reviewed how employers can promote health and gender equity in the workplace. Specifically, the organizers provided technical assistance, information, and resources for employers seeking to improve lactation accommodation for women and babies.

Dr. Murase was also very pleased to announce that State Senator Leland Yee had named Beverly Upton, Executive Director of the Domestic Violence Consortium, Woman of the Year.

#### VI. Reports

Commissioner Kirshner-Rodriguez reported on the successful inaugural San Francisco Women in Government Luncheon. This luncheon is dedicated to creating a platform to discuss, promote, and inspire women in local government by sharing experiences, mentoring, and networking. They hope to have similar gatherings 4-5 times a year.

Commissioner Shorter reported that members of the Justice and Courage Oversight Panel members including

Beverly Upton, Kathy Black met with Human Services Agency Director Trent Rhorer to discuss social services for domestic violence survivors. They also met with Human Resources Director Micki Callahan and senior staff to discuss a workplace domestic violence policy for city employees.

President Gulbengay reported that she attended the Friends Board meeting and that the Friends had a successful luncheon with UNESCO Director-General Irina Bokova. They continue to plan for the September 24 CEDAW Luncheon.

Commissioner Gamez reported that the Santa Barbara Commission passed a resolution supporting the SWCW being hosted in San Francisco. She plans to participate in the Association of California Commissions for Women's quarterly Board conference call in April.

Commissioner Gamez expressed concerns about recent statements to the press and asked about the media protocol for the Commission. She asked that the issue be placed on a future meeting agenda.

#### VII. PUBLIC COMMENT

#### VIII. ADJOURNMENT

Motion to adjourn the meeting at 7:50 pm.

mslc (Soo/Krishner-Rodriguez/Unanimous)

No public comment.

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City and County of San Francisco

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Executive Director *Emily M. Murase, PhD*

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President

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Vice President

ALICIA GAMEZ  
Commissioner

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RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

Wednesday, April 25, 2012  
5:00 PM

City Hall, Room 408  
1 Dr. Carlton B. Goodlett Street  
San Francisco, CA 94102

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### Roster:

President *Kay Gulgengay*  
Commissioner *Alicia Gamez*  
Commissioner *Rebecca Prowda*  
Commissioner *Stephanie Simmons*

Vice President *Julie Soo*  
Commissioner *Nancy Kirshner-Rodriguez*  
Commissioner *Andrea Shorter*

*Total Estimated Meeting Time: 1 hour 38 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

DISCUSSION/ACTION      2 min.

## II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from March 28, 2012.

*Action: To approve draft minutes from March 28, 2012.*

DISCUSSION/ACTION      5 min.

## III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

### A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

## IV. CONSENT AGENDA

DISCUSSION/ACTION      20 min.

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*Action: To approve the Consent Agenda.*

- A. Resolution Recognizing the Benioff Donation to Create the Star Community Home
- B. Resolution Recognizing Eileen Hirst
- C. Resolution Recognizing Shalom Bayit on its 20th Anniversary
- D. Resolution Recognizing On Lok Lifeways on its 40th Anniversary

## V. NEW BUSINESS

## DISCUSSION/ACTION

### A. Rent Board Gender Analysis Update

Rent Board Supervisor Jennifer Rakowski will provide an update on the agency's gender equality work.

30 min.

### B. Department of Public Works Gender Analysis Update

DPW Director Mohammed Nuru will provide an update on the agency's gender equality work.

30 min.

### C. Commission Media Protocol

Commissioner Julie Soo will present information related to different levels of media response. Media Affairs Director Aimee Allison will discuss next steps in developing a Commission policy.

## VI. REPORTS

## DISCUSSION/ACTION

25 min.

Commissioners can report on activities related to the work of the Commission.

## VII. PUBLIC COMMENT

## DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT

## ACTION

1 min.

Adjourn the meeting.

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# April 25, 2012

COSW Meeting Information - April 25, 2012

## COMMISSION MEETING MINUTES

Wednesday, April 25, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

### Members Present Staff Present

President Kay Gulgengay Executive Director Emily M. Murase, PhD

Vice President Julie Soo Ann Lehman, Policy Director

Commissioner Alicia Gamez Media & Community Affairs Director Aimee Allison

Commissioner Nancy Kirshner- Outreach and Development Manager Stacey Hoang

Rodriguez Grants Administrator Carol Sacco

Commissioner Andrea Shorter Commission Secretary Cynthia Vasquez

Commissioner Stephanie Simmons

Excused: Commissioner Becca Prowda

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### I. Welcome

President Kay Gulgengay called the meeting to order at 5:05 pm. President Gulgengay asked to postpone the Department of Public Works presentation to a future meeting and move up Commissioner Reports on the agenda.

Action: Approve amended agenda.

m/s/c (Alicia/Simmons/Unanimous)

### II. APPROVAL OF MINUTES

Action: Approve minutes from March 28, 2012.

m/s/c (Kirshner-Rodriguez/Shorter/Unanimous)

No public comment.

### III. EXECUTIVE DIRECTOR'S REPORT

#### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Dr. Murase highlighted key parts of the Executive Director's report. Dr. Murase reported that the 5WCW Strategy Team, composed of Media & Community Affairs Director Aimee Allison, consultant Paul Oliva, Deloitte Partner Esther Colwill, her Deloitte colleague Delphine Jaquin and her, prepared a briefing document for the Mayor's Office that

benchmarked the proposed conference against recent UN conferences.

Dr. Murase also reported that, on April 18, the Department, in partnership with the San Francisco Department on Child Support Services hosted its 5th workshop for VAW Partner Agencies.

Dr. Murase also attended a press conference with Mayor Edwin Lee to announce the goal of providing 5,000 new paid internships and jobs for youth in the summer. The program is seeking job applicants as well as employers who would like to participate ([www.hiresfyouth.com](http://www.hiresfyouth.com)). The Department will continue to participate in the Youth Works program.

Ann Lehman, Policy Director, reported that the Gender Equality Principles Initiative (GEP) Roundtable "Gender & Generations: What are the Best Practices and Biggest Challenges?" was held on April 18. Hosted at the offices of Deloitte, the event featured an expert panel to discuss changing generational and gender dynamics in the American workforce and workplaces. The panel was moderated by Brian Maxwell, Deloitte's Services Talent Leader and Regional Talent Leader for the West. Panelists included:

? Ann Lehman, Policy Director of SF Department on the Status of Women.

? Marily Mondejar, President of the Filipina Women's Network

? Christie Smith, the Consulting Life Sciences Principal for Deloitte Consulting

? Patricia Gillette, Partner at Orrick, Herrington & Sutcliffe LLP and a member of the Employment Law Group.

The event was attended by 46 people. Feedback was overwhelmingly positive from attendees which included corporate representatives from Gap Inc., PG&E, Levis Strauss, Recology, and Ernst & Young.

#### IV. Consent Agenda

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approve consent agenda.

m/s/c (Simmons/Gamez/Unanimous)

A. Resolution Recognizing the Benioff Donation to Create the Star Community Home

B. Resolution Recognizing Eileen Hirst

C. Resolution Recognizing Shalom Bayit on its 20th Anniversary

D. Resolution Recognizing On Lok Lifeways on its 40th Anniversary

Barbara D. Kibbe, Chief Operating Officer of the Salesforce.com Foundation, provided an overview of the Star Community Home. Star Community Home provides housing and services to homeless single mothers with children at the former convent at Star of the Sea Parish. Available services include:

- Intake and specialized case management for up to 12 families at a time.
- Community living environment including family-style meals and common living areas.
- Children's activities.
- Information, resources, and referral to community support services.

Ms. Kibbe thanked the Commission for the recognition on behalf of the Benioff's.

Eileen Hirst thanked colleagues, the JUSTIS Governance Council, the Justice & Courage Oversight Panel, and Dr. Murase for their support and continued effort to help crime victims. Dr. Murase and Commissioner Shorter thanked Ms. Hirst for her years of dedicated service to the City.

Dr. Murase introduced Interim Sheriff Vicki Hennessy. Dr. Murase explained that the Department has worked closely with Sheriff Hennessy in her role at the Department of Emergency Management in the past and looks forward to working with her in her new role.

Valorie Villela, a member of the Senior Management Team at On Lok, thanked the Commission for honoring the work or the agency. Ms. Villela explained that On Lok services started in a little office in the outer Mission District and have now expanded to include 6 centers here in San Francisco and locations in Santa Clara and Fremont. Commissioner Julie Soo thanked Ms. Villela for the valued work the agency does with seniors.

#### V. NEW BUSINESS

##### A. Rent Board Gender Analysis Update

Rent Board Supervisor Jennifer Rakowski provided an update on the agency's gender equality work. The Rent Board is responsible for overseeing compliance with the Rent Stabilization and Arbitration Ordinance which regulates rents and evictions in San Francisco. The Rent Board underwent a CEDAW gender analysis in 2001, with updates in 2002, 2009, and 2012. Ms. Rakowski stated that Rent Board Clients complete a client satisfaction survey and that is how the agency receives data on the clients that are served. She reported, however, that there has been a decrease in number of clients that complete the form that is now available on-line. Gender demographics is an optional question on the survey and can be skipped. The US Census data for San Francisco shows the median age of people residing in the City as 55 years of age. Currently renters in San Francisco are 52% female and 49% male, and homeowners are 46% female, 64% males. In terms of language access, the Rent Board offers its clients 387 documents translated into Chinese and Spanish. Office staff speak Cantonese, Mandarin, and Spanish. The agency website is also trilingual. Regarding flexible work options, staff many elect a 9/80 schedule and 41% of the staff telecommute at some point. The agency also offers maternity/paternity leave and a nursing room. As for the office staff, 48% of the staff are female, 42% male. Those with over 5 years of service with the Department account for 86% of all staff.

In February 2009, the Board of Supervisors added to the Rent Ordinance definitions of domestic violence, stalking, and sexual assault, provisions to expand confidentiality, and protections against nuisance evictions for victims of domestic violence, sexual assault, or stalking. In 2009, the Rent Board staff also received training on domestic violence, stalking, and sexual abuse. In 2010, the Board of Supervisors again amended the Rent Ordinance to prevent the eviction of families with school age children during the school year.

Dr. Murase expressed concern about the lack of demographic data on clients and suggested having a conversation of how to capture that data. Commissioner Soo suggested using the data template that the Department designed for 311 data collection. Ms. Rakowski stated that there is tremendous amount of data collected by the agency as required by law and clients are reluctant to complete the optional data.

##### B. Department of Public Works Gender Analysis Update

The Department of Public Works will present at a future meeting.

##### C. Commission Media Protocol

President Gulgengay explained that it is the role of the President to release statements and articles to the media and would be interested in seeing a media protocol developed. Commissioner Julie Soo presented information related to

different levels of media response and how to build a rapid response media team. Usually the Rapid Response team is comprised of the Executive Director, President/Chair, a staff member and a 2nd board member.

She elaborated that there are 4 levels of media response.

1. Full media response: goal is to get something out in 48 hours
2. Refer primary response to a Partner Agency and express support for that agency's position.
3. Send a letter of concern.
4. Not respond publicly but rather to the person responsible for the concern.

Media Affairs Director Aimee Allison will work with Commissioner Soo to develop a Commission policy.

## VI. REPORTS

Commissioner Kirshner-Rodriguez reported that the 5WCW Steering Committee formed the following sub-committees: research, social media, and fundraising.

Commissioner Kirshner-Rodriguez also attended the San Francisco Collaboration Against Human Trafficking which met on April 23 with representatives from 20 public and nonprofit sectors. Two speakers gave presentations.

Catherine Carlton, Co-Chair of the State Public Affairs Committee of the Junior League, provided a summary of pending legislation on human trafficking and Sergeant Arlin Vanderbilt from the Police Department's Special Victims Unit provided an update on child sex trafficking cases in the City.

Commissioner Kirshner-Rodriguez also acknowledged Shalom Bayit in honor of their 20th Anniversary and the agency's great work with domestic violence survivors.

Commissioner Shorter reported that the Justice and Courage Oversight Panel members continue to meet with City Departments such as the District Attorney, the Public Defender, the newly appointed Sheriff, and the Director of the Human Services Agency. The Panel members will be meeting with the Police Chief, Presiding Judge, and Adult Probation Departments in the next few weeks. The next meeting of the Oversight Panel is on May 2.

President Gulbengay reported that she attended the Friends Board meeting. The board is in full planning mode for the September 17 CEDAW Awards Luncheon. President Gulbengay has also attended meetings with key members of the Mayor's Office to update them on the 5WCW planning efforts.

Commissioner Soo reported that she attended the Healthy San Francisco meeting. To date there are 46,503 individuals signed up with Healthy San Francisco; 50% are men and 50% are women. Commissioner Soo also attended the 40th Anniversary of the Asian Law Caucus.

Commissioner Stephanie Simmons reminded Commissioners that the next meeting of the Family Violence Council will be held on May 16.

Commissioner Alicia Gamez reported that she has been in contact with members of the Latino community and explained that many Latinos feel that, given the current policies and practices, domestic violence reporting and enforcement has a very negative impact on the family and community. Commissioner Gamez has heard feedback from the community that many fear reporting domestic violence to the police because this will lead to conviction of the batterers which is a basis for deportation, thereby tearing apart families. Commissioner Gamez recommended developing a diversion program in lieu of conviction for minor domestic violence cases that might otherwise go

unaddressed. Commissioner Gamez introduced Elizabeth Hilton, Supervisor of the Misdemeanor Unit who has served in the Public Defender's Office for 16 years. Currently, 2 of her staff handling domestic violence cases. Ms. Hilton reported that 1/3 of those charged with domestic violence participate in counseling. She explained that a domestic violence conviction can lead to the loss of a job, loss of housing, and deportation. She also noted that when women do not participate in the prosecution, cases are often dropped and the assailants go free. She expressed that if counseling was available, more women would feel empowered, recidivism would be reduced, and it would be possible to keep families together.

President Kay Gulbengay referred this issue to the Justice and Courage Oversight Panel, the Commission committee responsible for domestic violence policy reforms. Commissioner Andrea Shorter, chair of the Oversight Panel, invited Ms. Hilton to attend the next Panel meeting on May 2.

Tammy Bryant, a domestic violence survivor, urged the Commission to work towards developing a pre-trial diversion program. She expressed that the perpetrator in most domestic violence cases is a loved one or a family member and should be allowed to get the help and guidance he or she needs.

Emberly Cross of the Cooperative Restraining Order Clinic stated that pre-trail diversion programs have been prohibited for domestic violence since 1995 when SB 196 was enacted into state law.

Beverly Upton, Executive Director of the Domestic Violence Consortium, explained that, in response to concerns voiced by immigrant communities, the domestic violence community would like to see fundamental reform of the federal Secure Communities program that enables the Immigration & Customs Enforcement Agency to deport undocumented residents who are taken into custody or cited by local police for even minor infractions such as driving without a license. These unjustified deportations create obstacles to better crime reporting and accountability. She stated that Assemblymember Tom Ammiano's office is working on legislation that would enable states to opt-out of the Secure Communities program as it is currently enforced.

## VII. PUBLIC COMMENT

None.

## VIII. ADJOURNMENT

Motion to adjourn the meeting in memory of Dorothy Cox, who was a long-time City Hall aide for several mayors, and pioneered the way for African American and minority women to participate in local government at the highest levels. Meeting adjourned at 6:45 pm.

m/s/c (Soo/Kirshner-Rodriguez/Unanimous)

No public comment.

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# May 23, 2012

COSW Meeting Information - May 23, 2012

## COMMISSION MEETING AGENDA

Wednesday, May 23, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Roster:

President Kay Gulbengay

Vice President Julie Soo

Commissioner Alicia Gamez

Commissioner Nancy Kirshner-Rodriguez

Commissioner Rebecca Prowda

Commissioner Andrea Shorter

Commissioner Stephanie Simmons

Total Estimated Meeting Time: 2 hour 8 minutes

### I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 2 min.

Remarks by President Gulbengay.

Action: To approve the meeting agenda.

### II. APPROVAL OF MINUTES DISCUSSION/ACTION 5 min.

Explanatory document – Draft Minutes from April 25, 2012.

Action: To approve draft minutes from April 25, 2012.

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### III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION/ACTION

#### A. Executive Director's Report 10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

#### B. Cooperative Restraining Order Clinic (CROC) 10 min.

Emberly Cross, Coordinating Attorney of CROC, will provide an update on the work of the agency which is funded, in part, by the Violence Against Women Prevention & Intervention Grants Program of the Department.

### IV. CONSENT AGENDA DISCUSSION/ACTION 15 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each

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item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

A. Resolution Recognizing Alice Bierman During Asian Pacific American Month

B. Resolution Recognizing Susan Mizner

C. Resolution Recognizing Helynna Brooke During Mental Health Month

D. Resolution Recognizing the 20th Anniversary of Shalom Bayit

**V. NEW BUSINESS**

**A. HOUSING UPDATE DISCUSSION**

1. Housing Opportunity, Partnerships, and Engagement (HOPE SF) Report 20 min.

Bevan Duffy, Director of HOPE, will provide an overview of the new office.

2. Mary Elizabeth Inn, Justice & Courage Housing Committee Update 20 min.

Executive Director Dion Roberts will discuss transitional housing and provide an update on the work of the Housing Committee of the Justice & Courage Oversight Panel which she chairs.

**B. NATIONAL ASSOCIATION OF DISCUSSION**

**COMMISSIONS FOR WOMEN REPORT 15 min.**

Cecilia Zamora, President of the National Association of Commissions for Women, will provide a brief update and overview.

**C. NOMINATIONS OF OFFICERS FOR 2012-2013 DISCUSSION/ACTION 10 min.**

President Gulgengay will entertain nominations for President and Vice President of the Commission for 2012-2013.

The election will take place at the June 27 Commission meeting.

Action: To nominate candidate for President and Vice President for 2012-2013.

**VI. REPORTS DISCUSSION 15 min.**

Commissioners can report on activities related to the work of the Commission.

A. Justice & Courage Oversight Panel Commissioner Andrea Shorter

B. Family Violence Council Commissioner Stephanie Simmons

C. Health Vice President Julie Soo

D. Gender Equality Principles Initiative President Kay Gulgengay

E. Association of California Commissions for Women Commissioner Alicia Gamez

F. Violence Against Women Prevention and Intervention Programs Commissioner Becca Prowda

G. 5th World Conference on Women Commissioner Nancy Kirshner-Rodriguez

H. Other Reports

**VII. PUBLIC COMMENT DISCUSSION 5 min.**

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VIII. ADJOURNMENT ACTION 1 min.**

Adjourn the meeting.

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDY  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING MINUTES

Wednesday, May 22, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street  
San Francisco, CA 94102

### Members Present

President Kay Gulbengay  
Vice President Julie Soo  
Commissioner Alicia Gamez  
Commissioner Nancy Kirshner-  
Rodriguez  
Commissioner Becca Prowda  
Commissioner Andrea Shorter  
Commissioner Stephanie Simmons

### Staff Present

Executive Director Emily M. Murase, PhD  
Media & Community Affairs Director Aimee Allison  
Outreach and Development Manager Stacey Hoang  
Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez

## I. Welcome

President Kay Gulbengay called the meeting to order at 5:05 pm. President Gulbengay asked to postpone the Department of Public Works presentation to a future meeting and move up Commissioner Reports on the agenda.

Action: Approve amended agenda.

m/s/c (Soo/Kirshner-Rodriguez/Simmons/Unanimous)

## II. APPROVAL OF MINUTES

Action: Approve minutes from April 25, 2012.

m/s/c (Soo/Shorter/Unanimous)

No public comment.

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## III. EXECUTIVE DIRECTOR'S REPORT

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### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Dr. Murase highlighted key parts of the Executive Director's report. Dr. Murase was pleased to report that the Department was notified that the Gender Equality Principles Initiative (GEP) was selected as the winner of the International WorkLife Balance Award for Continent America by the Lombardy Regional Government of Italy. The GEP Initiative was among 147 projects submitted throughout the world for consideration. Policy Director Ann Lehman and Dr. Murase will travel to Milan, Italy from May 28 – June 2 to accept the award. Dr. Murase recognized Outreach & Development Manager Stacey Hoang for her role in submitting the application for the award.

Dr. Murase encouraged Commissioners to attend the June 2 Town Hall where Jennifer Siebel Newsom's *MissRepresentation* documentary will be screened for a broad audience of participants, especially young women. Dr. Murase thanked Media & Community Affairs Director Aimee Allison for spearheading this project.

Dr. Murase announced the soft launch of the *2012 Girls Report*. A full hearing of the report will take place at the June 27 Commission meeting. Dr. Murase acknowledged Policy Director Ann Lehman, Grants Administrator Carol Sacco,

Graduate Fellows Janet Connor and Alexandra Ledyard for their effort in finalizing the updated report. Copies of the report will be available at the June 2 Town Hall and the June Commission meeting will be dedicated to testimony about the status of girls in San Francisco.

**B. Cooperative Restraining Order Clinic (CROC)**

Emberly Cross, Coordinating Attorney of CROC, provided an update on the work of the agency which is funded, in part, by the Violence Against Women Prevention & Intervention Grants Program of the Department. CROC is a collaborative city-wide project which helps domestic violence survivors in San Francisco get restraining orders against their abusers and child custody orders. CROC Partners with Bay Area Legal Aid, Volunteer Legal Services Program of the Bar Association of San Francisco, Asian Pacific Islander Legal Outreach, and the Riley Center of St. Vincent de Paul Society. The services are free and confidential, and represent the main way in which women in San Francisco obtain restraining orders. CROC represents sexual assault and stalking survivors in obtaining civil harassment restraining orders in civil court as well.

CROC is able to provide services with 3 full time employees and many volunteers. CROC provides weekly clinics as well as weekend and evening appointments, with the option of having child care provided. CROC staff also schedule appointments outside of clinic hours as some clients may not be available during clinic hours, and provide telephone advice and referrals.

Ms. Cross reported that CROC serves 800-1000 survivors per year. CROC has the ability to serve clients in the following languages: English, Spanish, Cantonese, Mandarin, Arabic, Vietnamese, Japanese, Russian, American Sign Language, Hindi, Korean, and Portuguese. CROC also has no income guidelines for clients served. CROC also serves the following communities as follows:

- 5% LGBT
- 18% identify as having a disability
- Race/ethnicity
- 34% Latina/o
- 18% Caucasian
- 15% African American
- Other/unknown/declined to state 16%
- Asian Pacific Islander 10%
- Bi/multi-ethnic 5%
- Native American 1%

Commissioner Soo stated that there are extreme funding cuts proposed to the family courts and it is important to rally for court funding because family courts affect everyday lives.

Dr. Murase recognized Ms. Cross for her 16 years of dedication to CROC and the community. Ms. Cross has played a very important role in budget advocacy and in recent Mother's Day Press conference.

**IV. Consent Agenda**

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

**Action: Approve consent agenda.**

**m/s/c (Soo/Simmons/Unanimous)**

- A. Resolution Recognizing Alice Bierman During Asian Pacific American Month
- B. Resolution Recognizing Susan Mizner
- C. Resolution Recognizing Helynna Brooke During Mental Health Month

#### D. Resolution Recognizing the 20th Anniversary of Shalom Bayit

Alice Bierman was unable to accept the honor in person as she has 2 young children. Commissioner Soo recognized Ms. Bierman for being a domestic violence survivor who is now an advocate for victims, a visually impaired woman who has volunteered at the Riley Center and Asian Women's Shelter. Ms. Bierman was also an instructor in the Cross-Training Institute, which cross trained domestic violence first responders in Chinese.

Susan Mizner thanked the Commission for the resolution and expressed what a pleasure it has been to work with the Commission/Department. Ms. Mizner introduced Carla Johnson who will be taking her place as she moves on to the National Office of the American Civil Liberties Union (ACLU). Ms. Johnson explained that it has been great opportunity to work with Ms. Mizner and she looks forward to working with the Commission. Ms. Johnson has worked for the City for 23 years and a big project she worked on was getting all City Hall hearing rooms accessible to the disabled, and disaster planning for people with disabilities. The Commission praised Ms. Mizner for her leadership and contributions.

Dr. Murase introduced Helynna Brooke who has been the Executive Director of the Mental Health Board of San Francisco since 1999. Ms. Brooke recognized a serious gender gap in the development and delivery of gender-specific mental health services, and pioneered an innovative project now called *San Francisco Women and Girls*, (formerly "GABHS for Gals" Gender Appropriate Behavior Services for Women, Girls, and Families), to improve the mental health of women, children, and families in San Francisco. Ms. Brooke thanked the Commission and Department for acknowledging her effort to provide health care to all in San Francisco. Ms. Brooke specifically thanked her mother who was in attendance for her support and leadership from a very young age.

Naomi Tucker, Executive Director of Shalom Bayit, thanked the Commission for recognizing her agency's 20<sup>th</sup> Anniversary of providing vital services to women in the Jewish Community. Commissioner Kirshner-Rodriguez recognized Shalom Bayit for working with the Jewish Community on what was formerly considered a very private issue.

Commissioners expressed how important it is to work with faith-based organizations on critical issues such as domestic violence.

Beverly Upton acknowledged Alice Bierman as a wonderful advocate for domestic violence survivors and Naomi Tucker as a long-time leader on the Domestic Violence Consortium.

#### V. NEW BUSINESS

##### A. HOUSING UPDATE

###### 1. Housing Opportunity, Partnerships, and Engagement (HOPE SF) Report

Bevan Duffy, Director of HOPE SF, provided an overview and goals for this new initiative. HOPE SF is an initiative that seeks to transform 8 of San Francisco's most distressed public housing sites into vibrant, thriving communities through holistic revitalization. Mr. Duffy reports that the first phase of HOPE SF will rebuild more than 2,000 units in five public housing sites. Modern design principles will be used to transform more than 100 acres of dilapidated apartments into 3,000 additional homes, including both rental and for-sale units.

HOPE SF will:

- Transform 2,500 severely deteriorated public housing sites into sustainable, mixed-income communities with neighborhood stores, community centers, parks, and playgrounds.
- Replace public housing units and add new homes to the eight project sites: Hunters View, Potrero Terrace, Potrero Annex, Sunnydale, Westside Courts, Alice Griffith Hunters Point, Westbrook/Hunters Point East. The final mix of housing will include public housing, market-rate, and affordable rental and ownership housing.
- Respect and support the existing community. Rebuilding each site will occur in phases to minimize disruption to existing residents.
- Plan collaboratively with residents and neighbors. An inclusive, community-led process will

- ensure that new sites meet the needs of current residents. Four sites are currently in planning stages.
- Catalyze neighborhood improvements so residents at all income levels can take advantage of new economic opportunities, improved schools, and community amenities.
- Provide Service Connectors and Community Builders to engage the community and to focus on the needs of individual households, linking them with appropriate services and tracking their progress.
- Create a new financial model for public housing revitalization. Market-rate home sales will help subsidize the cost of public housing reconstruction.
- Implement best practices and avoid past mistakes by consulting continuously with nationwide experts and residents.

Mr. Duffy reviewed challenges to how housing and shelters are accessed: 27,000 families are on the housing waiting list, or the Section 8 list being closed since 2001 with 10,000 people on the list. Mr. Duffy welcomed working the Department, other City agencies, and the right partners who have housing tools to ensure that all populations are served. One goal is to work with Animal Care and Control to possibly consider creating housing units in the building and somehow partner the tenants with pets. Mr. Duffy also reported that his office is engaging companies that are moving into neighborhoods to hire local residents. There are jobs that are being created that

Commissioners thanked Mr. Duffy for the information he provided and offered to work closely to ensure that survivors of violence and families are provided housing resources. Mr. Duffy concluded that it is important to fight the homeless problem in San Francisco collaboratively as we have an array of services at our finger tips.

## **2. Mary Elizabeth Inn, Justice & Courage Housing Committee Update**

Executive Director Dion Roberts provided an update on the work of the Housing Committee of the Justice & Courage Oversight Panel which she chairs. The Mary Elizabeth Inn (MEI) is a nonprofit organization that provides permanent housing and supportive services to formerly homeless women with low-income and special needs, and many who are survivors of domestic violence. MEI was founded in 1914 and continues to operate at its original location, 1040 Bush Street, and, in 2009, opened a second building, the Verona Hotel, at 317 Leavenworth. Currently, in partnership with the City and County of San Francisco Human Services Agency and the Department on the Status of Women, MEI is able to provide a total of 157 permanent housing opportunities for women. DOSW has been a long-time partner of MEI, since 1996. Both the City and the Department provide operating subsidies so that reduced rent rates are passed along to the residents. MEI also partners with La Casa De Las Madres for the provision of supportive services. Case managers are on-site at each building and provide one-on-one case management and other services and activities that assist women to become stably housed.

Summary of MEI's clients:

- Over half are aged 50-69.
- Over half are Caucasian and about a quarter are African American.
- Half of the clients suffer from mental illness.
- A quarter are physically disabled.

Prior to joining MEI, Ms. Roberts was a Program Manager with the City for 11 years, providing permanent supportive housing for families. Ms. Roberts also chairs the Justice and Courage Oversight Panel's Committee on Housing and has made quite a bit of progress. Since 2010, Ms. Roberts has chaired the Justice & Courage Oversight Panel Subcommittee on Housing focusing on expanding safe housing opportunities for survivors of domestic violence and addressing housing issues that have or will lead to improving access to safe and permanent housing for domestic violence survivors. The Committee is actively involved in the San Francisco Housing Authority's Annual Plan process where Committee members are advocating for preferences for DV survivors who apply for public housing as well as those who currently reside in public housing and need emergency relocation assistance.

## **B. NATIONAL ASSOCIATION OF COMMISSIONS FOR WOMEN REPORT**

Cecilia Zamora, President of the National Association of Commissions for Women (NACW) and current Vice President of the Marin Commission on the Status of Women, introduced Mary Anne Hover, current Chair of the Marin Commission on the Status of Women, and provided an update and overview of what is happening with the NACW and the upcoming 42nd Annual Conference that is slated for July 25-28 in Charleston, West Virginia. There are approximately 200 commissions all over the country with only half being NACW members and some are threatened with defunding. The conference will be an opportunity to share resources and strategies. The San Francisco Commission is groundbreaking in its initiatives and policies would serve as an example of how a successful Commission can work. Ms. Zamora encouraged the Commission to join the NACW. Ms. Zamora also stated that the San Francisco and Marin Commissions should begin conversations on how to bridge networks of women resources since we are in the same region. Ms. Zamora presented Commissioners with the book *Vera: First Lady of Marin* by Evelyn M. Radford.

## **C. NOMINATIONS OF OFFICERS FOR 2012-2013**

President Gulbengay entertained nominations for President and Vice President of the Commission for 2012-2013. The election will take place at the June 27 Commission meeting.

**Action: To nominate Commissioner Julie Soo as President of the Commission for FY12-13.**  
m/s/c (Gulbengay/Simmons/Unanimous)

**Action: To nominate Commissioner Kirshner-Rodriguez as Vice President of the Commission for FY12-13.**  
m/s/c (Soo/Gulbengay/Unanimous)

## **VI. REPORTS**

Commissioners can report on activities related to the work of the Commission.

### **A. Justice & Courage Oversight Panel**

The Justice & Courage Oversight Panel met on May 2. Panel Members met with the following meetings with Department Heads: Human Services Director Trent Rhorer, Human Resources Director Micki Callahan, Emergency Management Director Anne Kronenberg, Public Defender Jeff Adachi, District Attorney George Gascon, and Interim Sheriff Vicki Hennessey.

Captain Antonio Parra, who leads the Police Department's Special Victims Unit (SVU), was invited to provide an update on the efforts of the SVU, the Domestic Violence Response Unit, and staffing. In October 2011, what was once 12 investigative units merged to become the SVU that handles cases ranging from human trafficking to domestic violence to sexual assault to financial elder abuse. There are a total of 63 people in the unit, 52 of which are sworn officers. Captain Parra also announced his plan to retire, but he reassured Panel Members that the foundation of the SVU has been laid to allow for fine tuning by the new replacements.

Elizabeth Hilton, Managing Attorney with the Misdemeanor Unit at the Public Defender's Office, was invited to provide suggestions on the San Francisco's response to domestic violence cases. To break the cycle of violence and to minimize recidivism, her office proposes pretrial diversion (e.g., pre-conviction counseling) as an alternative to convictions. The next Justice & Courage Oversight Panel meeting is scheduled for August 1, 2012.

Commissioner Gamez explained that she is interested in discussing pretrial diversion programs as an alternative to convictions.

### **B. Family Violence Council**

Commissioner Simmons reported that the Family Violence Council met on May 16 which included a comprehensive presentation by Talitha Guinn of the Institute on Aging about elder and recommended having her present at a future Commission meeting. Superior Court Judge Ron Albers also reported on the deep budget cuts slated to hit the courts in the current version of the Governor's budget. The most important item of business was the election of a Family Violence Council representative to the newly formed San Francisco Sentencing Commission which will convene in a few weeks to develop a strategy for handling the dozens of former state inmates who will be released to county custody in the so-called

“realignment” program initiated by the Governor to reduce state incarceration expenses. The Council unanimously elected Minouche Kandel, who is an attorney with Bay Area Legal Aid who is an expert on domestic violence and housing issues.

#### **C. Health**

Commissioner Soo reported that she continues to sit on the St. Francisco Memorial Hospital Board. She attend the Healthy San Francisco meeting and stated that it is important to get out the message to those enrolled in Healthy San Francisco that they have to re-enroll themselves each year.

#### **D. Gender Equality Principles Initiative**

President Gulbengay reiterated the great news of the Gender Equality Principles Initiative being selected as the winner of the International WorkLife Balance Award for Continent America by the Lombardy Regional Government of Italy. President Gulbengay hopes to work with the Board of Supervisors to support the GEP and having City agencies participated in this initiative.

#### **E. Association of California Commissions for Women**

Commissioner Gamez reported that the ACCW will be holding its annual meeting in Contra Costa County on June 30 and asked if Commissioners are available to attend. Commission Secretary Cynthia Vasquez will follow up with Commissioners.

#### **F. Violence Against Women Prevention and Intervention Programs**

Commissioner Becca Prowda was delighted to report that the Mayor committed to preserving funding for domestic violence programs for the next 2 years at the Mother’s Day Press Conference that was held on May 10.

#### **G. 5th World Conference on Women**

Commissioner Kirshner-Rodriguez thanked Department staff members for all of their support with the various 5WCW meetings. The Department met with the Mayor’s Protocol Office and SF Travel, and has began outreach and discussions with United Nations staff to determine scope and logistics information. We also received the Mayor’s enthusiastic support to have San Francisco bid for the 5WCW.

#### **H. Other Reports**

Commissioner Kirshner-Rodriguez thanked Kathy Black, Executive Director of La Casa de las Madres, for the tour of her agency.

Commissioner Soo invited Commissioner and the public to attend a screening of the *Vagina Monologues* that will be held on Friday, May 22 at the Herbst Theaters.

### **VII. PUBLIC COMMENT**

None.

### **VIII. ADJOURNMENT**

Meeting adjourned in memory of Nancy Hatamia. Meeting was adjourned at 7:25 pm.

m/s/c (Soo/Kirshner-Rodriguez/Unanimous)

No public comment.

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City and County of San Francisco

# Commission on the Status of Women

Mayor *Edwin M. Lee*  
Executive Director *Emily M. Murase, PhD*

KAY GULBENGAY  
President

JULIE SOO  
Vice President

ALICIA GAMEZ  
Commissioner

NANCY KIRSHNER-  
RODRIGUEZ  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

STEPHANIE SIMMONS  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION MEETING AGENDA

Wednesday, June 27, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street  
San Francisco, CA 94102

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### Roster:

President *Kay Gulgengay*  
Commissioner *Alicia Gamez*  
Commissioner *Rebecca Prowda*  
Commissioner *Stephanie Simmons*

Vice President *Julie Soo*  
Commissioner *Nancy Kirshner-Rodriguez*  
Commissioner *Andrea Shorter*

*Total Estimated Meeting Time: hour minutes*

### I. CALL TO ORDER/AGENDA CHANGES

Remarks by President Gulgengay.

*Action: To approve the meeting agenda.*

### DISCUSSION/ACTION

2 min.

### II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from May 23, 2012.

*Action: To approve draft minutes from May 23, 2012.*

### DISCUSSION/ACTION

5 min.

### III. EXECUTIVE DIRECTOR'S REPORT

### DISCUSSION/ACTION

#### A. Executive Director's Report

5 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

#### B. MissRepresentation

10 min.

Amy Zuccheri, Campaign Director with *MissRepresentation*, will provide and update on the June 2 Town Hall.

### IV. CONSENT AGENDA

### DISCUSSION/ACTION

15 min.

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

*Action: To approve the Consent Agenda.*

#### A. Resolution Recognizing Curry Senior Center

#### B. Resolution Recognizing Naomi Kelly

#### C. Resolution Recognizing Anita Sanchez

#### D. Resolution Recognizing La Casa de las Madres on their 35th Anniversary

#### V. OLD BUSINESS

## A. Election of Officers

## President Kay Gulgengay

10 min.

The Commission will elect a President and Vice President for FY12-13 for a one-year term beginning July 1, 2012. Commissioner Julie Soo and Commissioner Nancy Kirshner-Rodriguez have been nominated for President and Vice President, respectively.

Action: To elect as President of the Commission for FY12-13.

Action: To elect as Vice President of the Commission for FY12-13.

## VI. NEW BUSINESS

## DISCUSSION/ACTION

### A. Girls Report

60 min.

Graduate Fellow Janet Connor will present an overview of *An Update on Girls in San Francisco: A Decade of Success and Challenges*.

1. Leah LaCroix, Chair, San Francisco Youth Commission
2. James Baird, Support Services for LGBTQ Youth; Student, Family & Community Support Department, San Francisco Unified School District
3. Ilisa Bertolini, Support Services for LGBTQ Youth; Student, Family, & Community Support Department; San Francisco Unified School District
4. Marlene Sanchez, Executive Director; The Center for Young Women's Development
5. William Sifferman, Chief, Juvenile Probation Department
6. Gena Castro Rodriguez, Executive Director; Youth Justice Institute
7. Wendy Still, Chief, Adult Probation Department
8. Julie J. Tarasi, Program Coordinator, Advocating Change Together (ACT), Girls Incorporated of Alameda County
9. Iveta Brigit, K-12 Education Outreach, Google Inc.
10. Olivia Watkins, Program Manager, Twitter

## VII. Reports

5 min.

Commissioners can report on activities related to the work of the Commission.

## VIII. PUBLIC COMMENT

## DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT

## ACTION

1 min.

Adjourn the meeting.

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# June 27, 2012

COSW Meeting Information - June 27, 2012

## COMMISSION MEETING MINUTES

Wednesday, June 27, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Members Present Staff Present

President Kay Gulgengay Executive Director Emily M. Murase, PhD

Vice President Julie Soo Media & Community Affairs Director Aimee Allison

Commissioner Alicia Gamez Outreach and Development Manager Stacey Hoang

Commissioner Nancy Kirshner- Policy Director Ann Lehman

Rodriguez Grants Administrator Carol Sacco

Commissioner Andrea Shorter Commission Secretary Cynthia Vasquez

UCLA Intern Hannah Chan

Department Fellow Janet Connor

Youth Works Intern Jasmine Garcia

Department Fellow Helen Lei

Commissioners Excused: Commissioner Becca Prowda and Commissioner Stephanie Simmons

### I. Welcome

President Kay Gulgengay called the meeting to order at 5:08 pm.

Action: Approve amended agenda.

m/s/c (Soo/Gamez/Unanimous).

No public comment.

### II. APPROVAL OF MINUTES

Commissioner Soo provided minor edits.

Action: Approve amended minutes from May 23, 2012.

m/s/c (Soo/Rodriguez/Unanimous)

No public comment.

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### III. EXECUTIVE DIRECTOR'S REPORT

#### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Dr. Murase highlighted key parts of the Executive Director's report. Dr. Murase reported that Mayor Ed Lee has signed a memo indicating his strong support for San Francisco to host the 5th World Conference on Women, and outreach to other local and federal representatives is being made.

Dr. Murase reported that the Family Violence Council is currently reviewing the findings outlined in the 2010 Comprehensive Report on Family Violence in San Francisco. This report brings together statistics on domestic violence, child abuse and elder abuse. The public review of the report is set for the next Family Violence Council meeting on August 15, 2012.

The Department, in partnership with MissRepresentation.org hosted a successful June 2 GirlUp Town Hall. Dr. Murase acknowledged Amy Zuccheri, MissRepresentation.org, and Department staff for hosting a successful event. Friends of the Commission Board Member Esther Colwill introduced San Francisco First Lady Anita Lee who welcomed attendees. Vice-President Julie Soo shared her personal story as a call to action to encourage girls to study high-level math and sciences. Department Graduate Fellow Janet Connor presented key findings of the Girls Report to the audience. Commissioner Becca Prowda introduced the work of the Commission and its goals to the audience and introduced Former First Lady Jennifer Siebel Newsom. A fruitful question and answer period concluded the day, including policy recommendations.

Dr. Murase acknowledged Department Fellows Janet Connor and Helen Lei as they are concluding their internships with the Department.

Carol Sacco, Grants Administrator, reported that the Department will host 5 interns during the summer session. Anh "Yumi" Nguyen attends George Washington High School and Jasmine Perez attends Galileo High School. Both young women will be seniors in the fall and are at the office as part of the Mayor's YouthWorks Program. We are also hosting Graduate Fellow Katherine Ray, a master's student at the UC Berkeley Graduate School of Social Work, Hannah Chan, an undergraduate from UCLA studying gender studies and minor in political science, and Natalie Liener, an undergraduate from Connecticut College studying international relations and sociology.

No public comment.

#### IV. Consent Agenda

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approve consent agenda.

m/s/c (Soo/Kirshner-Rodriguez/Unanimous)

- A. Resolution Recognizing Curry Senior Center on its 40th Anniversary
- B. Resolution Recognizing Naomi Kelly
- C. Resolution Recognizing Anita Sanchez
- D. Resolution Recognizing La Casa de las Madres on its 35th Anniversary

David Knego, Executive Director of the Curry Senior Center, thanked the Commission for the recognition and hopes to continue working closely with the Department and Commission.

Naomi Kelly thanked the Commission for recognizing her as the first female, African American, and youngest City Administrator for the City. Ms. Kelly acknowledged her children Trey and Mason and husband Harlan Kelly for their support. Ms. Kelly also acknowledged Anita Sanchez for her leadership as well as the City for providing work life balance, flexible work hours, and lactation rooms.

Anita Sanchez thanked the Commission and Dr. Murase for their continued support and the honor of being recognized in recognition of her retirement.

Kathy Black, Executive Director of La Casa de las Madres, acknowledge the staff members at La Casa for their dedication and hard work over the years. Ms. Black recognized that many lives have been changed as well as saved by the work La Casa has done and continues to do. Ms. Black also recognized Commissioner Shorter as a past Board member of the agency.

#### V. OLD BUSINESS

##### A. Election of Officers

Commissioners Julie Soo and Nancy Kirshner-Rodriguez were nominated for President and Vice President, respectively. The Commission elected a President and Vice President for FY12-13 for a one-year term beginning July 1, 2012.

Action: To elect Julie Soo as President of the Commission for FY12-13.

m/s/c (Gamez/Gulbengay/Unanimous).

Action: To elect Nancy Kirshner-Rodriguez as Vice President of the Commission for FY12-13.

m/s/c (Gamez/Soo/Unanimous).

Commissioners thanked Commissioner Kay Gulbengay for her leadership over the last 2 years.

No public comment.

#### VI. NEW BUSINESS

##### A. Girls Report

Graduate Fellow Janet Connor presented an overview of An Update on Girls in San Francisco: A Decade of Success and Challenges Report which is a follow-up on A Report on Girls in San Francisco: Benchmarks for the Future (2003). With input from girl service providers such as Larkin Street Youth Services, DCYF, Youth Justice Institute, YouthWorks, Bay Area Women's and Children's Center, Mission Neighborhood Centers, Oasis for Girls, Lavender Youth Recreation and Information Center, Legal Services for Prisoners with Children, Boys Hope Girls Hope San Francisco, GirlVentures, Bay Area Women's and Children's Center was this report possible. The Report looks at emerging trends in the lives of girls and reexamines key findings. Using the 2003 Girls Report as a baseline, we have seen many improvements in the lives of youth in San Francisco, yet disturbing trends remain that demand attention and redoubled efforts in order to ensure positive change. The report also includes data from the census, California Department of

Education, Centers for Disease Control and Prevention Youth Risk Behavior Surveillance Survey. Ms. Connor reviewed various data trends including updates on: girls race and ethnicity, girls in poverty, girls in foster care, teen birth rates, girls who passed the physical fitness test, weight perceptions among high school girls, high school girls' safety in relationships and at school, girls enrollment in math and science class, and enrollment in computer education courses by gender.

The following recommendations were made:

- Continue to explore disproportionality in the juvenile justice and foster care system.
- Support media literacy groups, sex education, and fitness important programs.
- Support programs to decrease dating violence, bullying, and cyberbullying.
- Invest in STEM education, with a focus on expanding girls' participation.

The Commission will be voting tonight on approving the report and recommendations.

#### B. Public Comment

Chief Wendy Still of the Adult Probation Department would like to urge a focus on African American and Latina overrepresentation in the juvenile justice system and foster care. This trend continues in the adult system. The Adult Probation Department has a dedicated caseload of women 18 - 25 years who represent almost 3% of the entire probation population in San Francisco. A large percentage of girls (estimated at 70-80%) coming out of the juvenile justice and foster care systems eventually become victims of human trafficking. The Chief's recommendations overlap with Update recommendations regarding Hispanic/Latina and African American girls' disproportionate numbers in juvenile hall and foster care.

Leah LaCroix, Chair of the San Francisco Youth Commission, explained that there are 17 people on the Youth Commission and they range in age from 12-23 years old. Ms. LaCroix participated in the June 2 Girl Up Town Hall event as a Table Facilitator and was inspired by the event. She expressed enthusiasm for partnering with the Commission and Department. Ms. LaCroix urged the audience to connect with girls and young women as mentors. Ms. LaCroix has also been selected as a delegate to the Democratic National Convention that will take place this summer.

Jasmine Dawson, Senior Planner & Policy Analyst Violence Prevention and Intervention at the San Francisco Department of Children, Youth and Their Families, agrees with the recommendations from the update. Ms. Dawson emphasized the need for more services that promote healthy relationships, empowerment, and safety in order to address pregnancy rates, sexual assault, and prostitution. She recommended reexamining best practices for girls' dating violence services, as well as continuing focusing on decreasing teen pregnancy rates. Her recommendation is to provide more services that promote healthy relationships, empowerment and safety in order to address pregnancy rates, sexual assault, and prostitution.

Ilsa Bertolini of Support Services for LGBTQ Youth, Student, Family & Community Support Department at the San Francisco Unified School District, explained that the school district administers the Youth Risk Behavioral Surveillance Study (YRBSS) by the Center for Disease Control and Prevention every 2 years. In 2011, San Francisco was the first school district to ask about transgender status. Ms. Bertolini stated that the "Safety & Bullying" data shows that lesbian/bisexual girls are much more likely to be depressed and suicidal than heterosexual girls. They are also more likely to be bullied, feel unsafe, fight, smoke, use drugs, drink alcohol, have sex, and get pregnant. Lesbian girls are a very disadvantaged and underserved demographic. Through the data presented, Ms. Bertolini emphasized the need

to carry out the recommendation to further improve and enhance the data collection on LGBTQ youth in order to better serve them.

Commissioner Soo suggested collecting bullying statistics with girls on reasons why they are being bullied, such as sexual orientation and ethnicity. Dr. Murase stated that this information is on Supervisor Campos' radar and is slated to be discussed at the Board of Supervisors Select Committee that is jointly held with the Board of Education at some point in the future.

Marlene Sanchez, Executive Director of The Center for Young Women's Development (CYWD), stated that the agency just launched a summer pilot program to incorporate math into the weekly programming designed for girls who are below grade level. CYWD is also collaborating with WOMAN Inc. and Mission Girls to train young women survivors of violence to become advocates. The collaboration is currently conducting a bus campaign on teen dating violence awareness. Aysha Ballau, Drama Therapist at CYWD, explained that the agency focuses on alternative interventions such as massage and yoga. Ms. Sanchez supported the report's recommendations and urged that alternative interventions concentrating on the cultural strengths of girls' communities also be considered, specifically reexamining best practices for girls' dating violence services.

William Sifferman, Chief of the Juvenile Probation Department, reported that nationwide, gender responsive programming has waned due to a drop in girls in custody. The gender specific program previously under the Center's consideration has not been implemented. In 2011, there were 146 bookings in Juvenile Justice Center; 28% were young women from outside of the City & County of San Francisco. Few were repeat offenders. Chief Sifferman reported that there is an overrepresentation of African American girls: they represent about 60% of those booked into juvenile hall. These girls' offenses are similar to those young boys commit: robbery, assault, burglary, assault and battery, prostitution (12%). Over 70% of bookings are felonies. Today, there are only 7 young women at the Juvenile Justice Center. This is the result of dedicated efforts by CYWD, Youth Justice Institute, and the Queen's Bench. The average length of stay is shorter for girls than that for boys. Chief Sifferman stated his concern over the disproportionality of African American girls represented in the juvenile justice system and recommended examining this issue further. Chief Sifferman also suggested advocating for a youth court to be developed. Commissioner Kirshner-Rodriguez suggested looking at data of how many youth and parents are incarcerated.

Gena Castro Rodriguez, Executive Director of the Youth Justice Institute, provided a brief history of the agency and explained that the agency focuses on specialized services for girls. In 2010, the average daily number of girls in custody was 38. Today this number is much lower for a shorter period of time. However, girls spend more time on probation than boys. While the number of girls in custody for trafficking are relatively low, this masks Internet exploitation. Girls are further exploited as accessories to drug sales and holding weapons for older men. Ms. Castro Rodriguez expressed particular concern over increasing teen pregnancy among African American girls, bullying and violence, as well as overrepresentation in the child welfare system among Latina girls. She recommended that funders support long-term girls' services that are built on the relational model, as well as additional research on what works for girls in the long-term, such as during and after probation. Ms. Rodriguez recommended exploring why Hispanic/Latina and African American girls' are disproportionately in juvenile hall and foster care, as well as Hispanic/Latina girls' increased rates of experiencing bullying and violence than do girls of other backgrounds.

Wendy Kalima, Senior Program Director with Girls, Inc. in Alameda County, stated that the ACT (Advocating Change Together) program trains girls to become advocates to address teen dating violence. Ms. Kalima supports the recommendation to reexamine girls' services in teen dating violence. Ms. Kalima provided some of ACT's

recommendations: increase support and education about teen dating violence and teen domestic violence, create more resources and accessible services for girls who have experienced domestic violence, and implement peer counseling programs and peer-led workshops supported by school administration. Specifically, Girls Inc.'s Youth Healthy Relationship Policy Recommendations in 2011 were to provide on-campus peer counseling for high school students, incorporate Teen Dating Violence and Healthy Relationships into existing curriculums, hold at least 2 peer led workshops and trainings per month for high school students focusing on healthy relationships and dating violence, provide quarterly teacher and parent workshops, trainings, and informational support on adolescent relationships and health, and make information and resources accessible at schools overall.

Iveta Brigit, K-12 Education Outreach Coordinator, Google Inc., stated that she found that San Francisco statistics mirror those nationally. Women constituted only 25% of the computer-related workforce. The low participation rate can be attributed to limited opportunity. Only 24% of US high schools teach computer science. Annually, there are about 140,000 job openings in computer science, but there are only 45,000 qualified grads in the US. Google hopes to work on closing the divide between consumers and creators. To solve this, Google runs its own summer camp. The company also runs RISE, a Roots in Science & Engineering Awards program that offers \$10-\$25K grants. The San Francisco-based non-profit Black Girls Code is a recipient of this grant. The Google Science Fair is conducted online. In the last cycle, the top 3 winners were girls. Google is partnering with Hollywood producers through Hollywood Science Salons to counter negative stereotypes of computer scientists. Google also makes community grants to local non-profits (e.g., Exploratorium, Girl Scouts). Ms. Brigit offered a big idea: San Francisco can become the first school district in the country to require computer programming as a course to graduate. Her recommendations support creating a STEM initiative between the City of San Francisco and nearby companies to increase girls' enrollment in computer education classes, increasing STEM modeling and mentoring, and including investment in STEM education in future economic development packages.

Olivia Watkins, Program Manager with Twitter, discussed the Women in Engineering Group at Twitter which is dedicated to expanding the pipeline of women in engineering. Ms. Watkins reported that, months ago, the Women in Engineering Group hosted Technovation, an event to mentor 50 high school girls to create a prototype app, develop a business plan, and pitch to venture capitalists. The group provides coding classes for kids, including Coder Dojo, and has partnered with the Anita Borg Institute to promote women in the field. It also supports Leadership Education And Development, whose goal is to connect top universities (in Bay Area, Berkeley and Stanford) and technology companies with high school students from underrepresented groups. It also partners with "Girls Who Code" to educate 13 - 17 year old girls in STEM. Ms. Watkins expressed particular interest in high school girls in STEM and ensuring girls feel comfortable as part of that community. Ms. Watkins recommends to create a STEM initiative between the City of San Francisco and nearby companies to increase girls' enrollment in computer education classes, increasing STEM modeling and mentoring, and including investment in STEM education in future economic development packages. Commissioners agree that it is important to communicate the various programs for youth, to the youth themselves but also to parents.

Taara Hoffman with Girl Ventures stated that it is important to empower adolescent girls through outdoor activities. Girl Ventures funded activities include rock climbing, backpacking, and kayaking. Ms. Hoffman welcomed the various service providers to speak to the Girl Ventures Advisory Group.

Sara Lim with the San Francisco Lesbian Gay Bi-Sexual Transgender Community Center thanked the Department and Commission for such an informative report. Ms. Lim recommended seeking data on mental health issues as there is a 38% suicide of high school students who identify themselves at LGBT. Ms. Lim also stated that sex education is very

important, especially among same sex couples.

Ana Lisa Hoopes, Director of Iridescent, a program with Technovation Challenge, explained that Technovation Challenge is a non-profit which provides STEM education for underserved and underrepresented youth. She explained that the program promotes girls to study computer science. The program brings together girls to develop apps for smart phones. The girls work in teams over the course of a semester with a mentor and learn how to create an app. Technovation is convening an Institute for Teachers at the end of the month. Marsha, a senior at Monte Vista High School, discussed how the program has helped her define her career goals and equip her with key skills. Ms. Hoopes stated that the first program had 43 participants. In 2012 there were 500 participants, and next year they hope to have 10,000 participants.

Jamie Dolkas, Staff Attorney at the Equal Rights Advocates announced the agency is kicking off a summer girls leadership program. This program will provide training in knowing your rights, writing blogs, and career advice to middle and high school girls.

Beverly Upton, Executive Director of the Domestic Violence Consortium and Co-Chair of the Family Violence Council, expressed her interest in bringing the Girls Report to the next meeting of the Council so that a broad base of city agencies and non-profits have access to the information, particularly around the unaddressed needs of lesbian/bisexual girls.

Dr. Jane Bernard Powers, President of Democratic Women in Action, urged commemoration of the 40th anniversary of Title IX of the 1972 Higher Education Act. The impact of Title IX on college athletics has been celebrated, but she stated that it is important to acknowledge the impact on education. Commissioners agreed to have a proclamation at the July Commission meeting.

Lenora Lee is currently researching human trafficking, past and present. She has been commissioned by the DeYoung Museum to create a performance next fall and welcomed feedback on who she should connect with. Stacey Hoang of the Department will connect with her.

## VII. REPORTS

Commissioner Kirshner Rodriguez reported that she will be attending the quarterly meeting of the Association of California Women Commissions in Contra Costa County. Ten Commissions statewide have committed to participate.

President Gulgengay reported that she along with Department staff have met with some members of the Board of Supervisors to bring them up to date on the Departments efforts to hold the 5th World Conference on Women here in San Francisco.

No public comment.

## VIII. PUBLIC COMMENT

None.

## IV. ADJOURNMENT

Meeting adjourned in memory of Te Yung Gao and Nora Ephron. Meeting was adjourned at 7:45 pm.  
m/s/c (Shorter/Soo/Unanimous)

No public comment.

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# July 25, 2012

COSW Meeting Information - July 25, 2012

## COMMISSION MEETING AGENDA

Wednesday, July 25, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

### Roster:

President Julie Soo Vice President Nancy Kirshner-Rodriguez

Commissioner Alicia Gamez Commissioner Kay Gulbengay

Commissioner Rebecca Prowda Commissioner Andrea Shorter Commissioner Stephanie Simmons

Total Estimated Meeting Time: 1 hour 48 minutes

### I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 2 min.

Remarks by President Soo.

Action: To approve the meeting agenda.

### II. APPROVAL OF MINUTES DISCUSSION/ACTION 5 min.

Explanatory document – Draft Minutes from June 27, 2012.

Action: To approve draft minutes from June 27, 2012.

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### III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION/ACTION

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#### A. Executive Director's Report 10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA DISCUSSION/ACTION 20 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

#### A. Resolution Recognizing the 40th Anniversary of Title IX

B. Resolution Recognizing Shiva Shulz In honor of Elder Abuse Awareness Month

C. Resolution Recognizing Nina Kamath in honor of being selected for the U.S. Senate Youth Program

- D. Resolution Recognizing Marci Seville in honor of her 19 Years of Service at the Women's Employment Rights Clinic
- E. Resolution Recognizing Supervisor Carmen Chu
- F. Resolution Recognizing Kate Howard
- G. Resolution Recognizing Monique Zamuda

## VI. OLD BUSINESS

- A. Gender Analysis update from the Department of Public Works 20 min.

Mohammed Nuru, Director of the Department of Public Works, will provide an update on the agency's gender equality work

- B. 2012 Girls Report Update: Addendum and Recommendations 20 min.

Ann Lehman, Policy Director, will present recommendations from the June public hearing on the 2012 Girls Report.

Action: Approve proposed recommendations for the 2012 Girls Report Hearing.

- C. 5th World Conference on Women Update 15 min.

Aimee Allison, Director of Marketing and Community Outreach will provide an update on the 5th World Conference planning.

- V. Reports 10 min.

Commissioners can report on activities related to the work of the Commission.

## VI. PUBLIC COMMENT DISCUSSION 5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VII. ADJOURNMENT ACTION 1 min.

Adjourn the meeting.

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# July 25, 2012

COSW Meeting Information - July 25, 2012

## COMMISSION MEETING MINUTES

JULIE SOO

**Wednesday, July 25, 2012**  
President

5:00 PM

**City Hall, Room 408**  
NANCY KIRSHNER-RODRIGUEZ

**1 Dr. Carlton B. Goodlett Street**  
Vice President

**San Francisco, CA 94102**

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### Members Present      Commissioner

### Staff Present

President Julie Soo

Executive Director Emily M. Murase, PhD

KAY GULBENGAY

Vice President Nancy Kirshner-

Media & Community Affairs

Director Aimee Allison

Commissioner

Rodriguez

Policy Director Ann Lehman

REBECCA PROWDY

Commissioner Alicia Gamez

Grants Administrator Carol Sacco

Commissioner

Commissioner Andrea Shorter

Commission Secretary Cynthia

Vasquez

ANDREA SHORTER

Commissioner Stephanie Simmons

Commissioner

STEPHANIE SIMMONS

Commissioners Excused: Commissioner Kay Gulgengay and Commissioner Becca Prowda

*EMILY MURASE, PhD***I. Welcome***Executive Director***Action: Approve amended agenda.****m/s/c (/Unanimous)****II. APPROVAL OF MINUTES****Action: Approve minutes from June 27, 2012.****m/s/c (Shorter/Simmons/Unanimous)**

No public comment.

**III. EXECUTIVE DIRECTOR'S REPORT****A. Executive Director's Report**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Dr. Murase highlighted key parts of the Executive Director's report. Dr. Murase acknowledged Media & Community Affairs Director Aimee Allison for her work with the 5<sup>th</sup> World Conference on Women and efforts to have San Francisco host the Conference. Ms. Allison will provide an update later in the meeting.

Dr. Murase reported that Policy Director Ann Lehman provided technical assistance to the White House National Economic Council, with Brian Maxwell from Deloitte Consulting, on ways to use the

Gender Equality Principles Initiative to increase pay equity for women. Ms. Lehman also provided technical assistance to the President of the New York Women's Agenda about creating a Gender Equality Principles Initiative in New York City.

Dr. Murase was pleased to announce that the Mayor signed a balanced budget for the City which, for the first time, spanned 2 years. Dr. Murase also announced that Supervisor John Avalos and his colleagues on the Board of Supervisors secured an additional \$250,000 to augment our Violence Against Women (VAW) Grants Program by about 10% for fiscal year 2012-2013.

Dr. Murase recognized Outreach and Development Manager Stacey Hoang for coordinating 9 successful workshops between the Department of Child Support Services and our Violence Against Women Partner Agency Volunteer Legal Services Programs. Overall, a total of 145 staff and some clients attended the 9 workshops.

Dr. Murase recognized Grants Administrator Carol Sacco for her work with the Trust Women Silver Ribbon Campaign. The Campaign is planning for the release of coordinated messages and actions on the occasion of the implementation of the August 1<sup>st</sup> coverage for women's preventive health benefits.

Dr. Murase reported that President Julie Soo and she attended a reception for Ms. Liu Ping, CEO of China Star, who recently authored a book about her journey from a member of the Red Guard in her youth to becoming a titan in the travel industry.

#### **IV. Consent Agenda**

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

Action: Approve consent agenda.

m/s/c (Gamez/Kirshner-Rodriguez/Unanimous)

- A. Resolution Recognizing the Equal Rights Advocates on the Occasion of the 40<sup>th</sup> Anniversary of Title IX
- B. Resolution Recognizing Shiva Schulz in honor of Elder Abuse Awareness Month
- C. Resolution Recognizing Nina Kamath in honor of being selected for the U.S. Senate Youth Program
- D. Resolution Recognizing Marci Seville on the Occasion of Women's Equality Day
- E. Resolution Recognizing Supervisor Carmen Chu
- F. Resolution Recognizing Kate Howard
- G. Resolution Recognizing Monique Zmuda

Mia Munro, Fellow of Equal Rights Advocates, thanked the Commission for the acknowledgement and will provide more information in her presentation.

Shiva Schulz of the Jewish Community Center of San Francisco expressed appreciation for the recognition. She explained that her work reflects not only a professional but also a personal passion. She read a congratulatory letter she received from U.S. House of Representatives Leader Nancy Pelosi. Vice President Kirshner-Rodriguez explained that the work that is being done at the Jewish Community Center helps a diverse crossroads of participants in San Francisco and they are strengthened by the work of Ms. Schulz. Barry Finestone, Executive Director of the Jewish Community Center of San Francisco, thanked the Commission for recognizing Ms. Schulz and her tremendous contributions. Betty Carmack, Nursing Educator, thanked Ms. Schulz for including nurse trainers in her programming.

Nina Kamath talked about her experience as 1 of 2 delegates from California to the U.S. Senate Youth Program, meeting with President Barack Obama, Senator Dianne Feinstein and other political leaders. She was voted by her fellow delegates as "Most Likely to Filibuster." Ms. Kamath will begin Claremont McKenna College in the fall. Mr. and Mrs. Kamath both thanked the Commission for the wonderful recognition.

After being introduced, Supervisor Carmen Chu, Chair of the Board of Supervisors Budget & Finance Committee, thanked the Commission for the recognition and acknowledged the other Supervisors. Supervisor Chu announced that she has been appointed for a second term to the Budget and Finance Committee. Her leadership led to a "drama-free" budget process. She thanked the Commission for the recognition and for its work year-round. Vice President Kirshner-Rodriguez has observed the Budget process for several years and expressed that Supervisor Chu has raised the bar on collegiality and partnership. President Soo expressed her personal thanks to Supervisor Chu for her leadership. Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed her appreciation to Supervisor Chu for a budget that protects and enhances the public investment for domestic violence intervention and prevention.

Dr. Murase introduced Kate Howard, Director of the Mayor's Budget Office, and former Budget Analyst for the Department. Kate Howard thanked the Commission for the recognition and explained that her accomplishments reflect the work of a team and thanked her hardworking staff, including Cindy Czerwin and Jessica Bullen. Vice President Kirshner-Rodriguez explained that, when she served in the Mayor's Office, she had the opportunity to work directly with Ms. Howard, and appreciated her calm demeanor and thoughtfulness.

Dr. Murase introduced Monique Zmuda, Deputy Controller and a 25-year veteran of finance work in the City. Ms. Zmuda explained that she was extremely proud to participate in a budget process where the outcome has been a truly thoughtful policy document. Vice President Kirshner-Rodriguez commended Ms. Zmuda for her years of mentoring and coaching of women in city government, generally, and in finance, in particular.

## **V. OLD BUSINESS**

#### A. Update on Title IX

Mia Munro, Fellow of Equal Rights Advocates (ERA), provided an update on Title IX. Ms. Munro explained that Title IX of the Education Amendments of 1972 prohibits sex discrimination in education and in education employment. Before Title IX, only 2% of athletes were women. Now, women account for 43% of college athletes. Women who participate in college sports are found to have higher grades, have a less of a dropout rate and are more likely to graduate from college.

Title IX Schools must protect students from sexual harassment by teachers, staff, fellow students or visitors on school property. There are 3 basic requirements:

1. Schools must offer male and female students equal opportunities to participate.
2. Schools must allocate athletic scholarship dollars equitably.
3. Schools must provide male and female athletes with equal benefits/services.

Ms. Munro explained that there must be gender equity in difficult economic times. Any cuts in athletic opportunities or benefits due to budget issues must not exacerbate existing gender inequalities or create new ones. If the cuts are not equal, they are likely to aggravate existing inequality and could be in violation of Title 9. If the cuts are equal *but disproportionate*, they could create inequality and also violate T9.

The institutions covered by Title 9 include:

- Any academic, extracurricular (including student organizations or athletics), research, occupational training, or other educational program;
- From pre-school to graduate school;
- That receives or benefits from federal aid, including real property or services as well as funds given to the institution, or to students for payment to the institution.

Ms. Munro explained that ERA's Education Equity Campaign is used to spread the word that Title IX

has opened the doors for millions based on a simple premise – everyone should have an equal shot at the tremendous benefits of education, regardless of sex. ERA has kicked off a series of events and programs to promote girls and women in science, technology, engineering, and mathematics (STEM) studies and careers. ERA is currently representing an English professor who was denied tenure, despite her excellent academic accomplishments, and paid less than similarly-situated and less experienced male professors. After ERA and co-counsel Hillary Baker filed a charge alleging discrimination based on sex, race, and sexual orientation, the college reconsidered and granted her tenure. ERA also scored another trial win this year in a precedent-setting Title IX case on behalf of women wrestlers. The Women in Sports Equity (WISE) Fund, established through an ERA Title IX class action settlement, continues to benefit hundreds of female athletes participating in sports at UC Davis

The ERA Student Leadership Board kicked off an exciting program to provide valuable know-your-rights education and leadership training to local students through a series of summer workshops, covering a range of topics including training on how to combat gender discrimination and bullying in schools, a writing boot camp, and career prep 101. As part of ERA's Equal Pay efforts, ERA conducts trainings to educate college students about their right to equal pay and how to best negotiate a fair starting salary. ERA recently became a member of this fantastic coalition that empowers Bay Area organizations that serve girls by cultivating collaboration between a diverse range of organizations, thus enabling stronger and more effective advocacy. In the past ten years, the number of calls received by ERA's Advice and Counseling hotline from students has increased by 400%. This year, ERA has stepped up direct services to young women from disadvantaged socio-economic backgrounds facing sexual harassment, assault, and cyberbullying.

Commissioner Gamez suggested having athletic directors and coaches trained on Title IV at their annual collegiate sports conventions.

#### **B. Gender Analysis Update from the Department of Public Works**

Mohammed Nuru, Director of the Department of Public Works (DPW), provided an update on the agency's gender analysis that was originally conducted in 1999, including an update of the ethnicity and gender breakdown and a comparison of staff at DPW vs. the San Francisco Labor Pool. Mr. Nuru informed the Commission that DPW's goal is to retain, develop, and recruit a capable, motivated, and diverse workforce. DPW sends out open position postings to at least 2 diversity sources and ensures hiring interview panels are diverse. DPW hopes to incorporate diversity training

in manager and supervisor training programs by September 2012, diversity training in new employee orientations by March 2013, and establish and implement diversity training program by June 2013. DPW continues to employ a diverse workforce. DPW uses web job advertisement to enhance recruitment efforts.

DPW created a Women's Diversity Initiative Group to address the decline in the number of women in non-traditional and management positions within the organization over the past years. DPW's Strategic Plan includes the goal to deliver world class public service. To accomplish this, DPW is committed to retaining, developing, and recruiting a capable, motivated, and diverse workforce. The objectives are to increase women in DPW's workforce and management positions, and to create an organizational culture that encourages employees to recognize and embrace the different approaches used by people of diverse genders, disabilities and cultures.

Commissioner Gamez requested clarification on the organization chart and the San Francisco labor pool data chart. She asked Director Nuru about outreach to diversity resources. He explained that job advertisements in industry journals are very expensive and can cost thousands of dollars.

Commissioner Gamez urged broad dissemination of job advertisements.

Commissioner Shorter asked about the value of federal stimulus programs in San Francisco and local hire. Director Nuru explained that a major challenge has been that these programs are short-term. Employees are temporary and must be let go. As for local hire, there is a concern that the availability of local workers may not meet demand.

Vice President Kirshner-Rodriguez asked if labor unions have programs that expressly recruit women to apprenticeships. Director Nuru was not aware of any. She also asked about impending retirements. Director Nuru has made succession planning a priority and views succession as an opportunity to promote women to senior positions.

President Soo requested information about possible incentives for labor unions to be more inclusive of women. Director Nuru stated that he would be happy to work with the Commission on this. She also asked about recruiting at local universities. Director Nuru explained that the department is

committed to an open process that is fair to both internal and external candidates. She asked about public safety concerns in light of the recent assault in Glen Park. Director Nuru explained that public safety is a high priority within the Department.

Commissioner Gamez asked about the internship programs offered by the department. Mr. Nuru reported that the DPW hired 200 summer interns, 5 Project Pull interns, as well as various internships in architecture. Commissioner Gamez requested the gender breakdown of the internship programs.

Dr. Murase explained that she served as the CEDAW Task Force Chair in 1999 and one of the key outcomes of the original DPW gender analysis was the formation of the Women's Diversity Initiative Group through the initiative of then-director (now-Mayor) Edwin Lee. She asked about the impact of the group on the department as a whole. Director Nuru stated that he receives regular reports from the group and that concerns raised are treated seriously. He believes that through this process, the group improves the work environment at the department.

### **C. 2012 Girls Report Update: Addendum and Recommendations**

Ann Lehman, Policy Director, reported that in June a public hearing was held at the Commission on the newly released *Update on Girls in San Francisco: A Decade of Success and Challenges*. At the public hearing, representatives from City Departments, community agencies, and nonprofits highlighted what they thought were the issues of most concern, as identified in the *Update*. Agencies provided recommendations based on their experience and committed to working with the Department to further the advancement of girls.

The *Update on Girls in San Francisco* emphasized the young people's right to health, right to live a life free of violence, and the right to education. All of these are core principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women. Below are four key recommendations resulting from the meeting.

#### **1. Increase Girls Participation in STEM (Science, Technology, Engineering, and Math)**

Work with the San Francisco Unified School District (SFUSD) and the Board of Supervisors to explore ways to increase high school girls' enrollment in STEM (Science, Technology, Engineering, and Math) courses. Explore partnering with local San Francisco and Silicon Valley corporations to create a new STEM Initiative that emphasizes outreach to elementary schools, pushes additional computer programming course(s) in high schools, and promotes STEM education for girls and women. Include STEM education as one of the issues at the proposed 5<sup>th</sup> World Conference on Women.

#### **2. Improve Outcomes for LGBTQ (Lesbian, Gay, Bisexual, Transgender, or Queer) Youth**

Work with the SFUSD and the Board of Supervisors to examine the status of San Francisco's LGBTQ youth by improving data collection on LGBTQ youth by gender. Investigate the disproportionate percentage of depressed, suicidal, bullied, and pregnant lesbian/bisexual girls. In response to the findings, strategize action plans such as developing comprehensive sex education programs for same-sex couples, mental health care, and sharing of data with other city agencies

and nonprofits.

### **3. Decrease Dating Violence**

Work with the Family Violence Council, Department of Children, Youth and Their Families, and our Violence Against Women Partner Agencies to continue to examine best practices for girls' dating violence services, while considering alternative intervention methods such as incorporating the cultural strengths of girls' communities. Increase support for agencies and programs that provide healthy relationship education, and create more resources and accessible services (such as peer counseling programs) for victims of teen dating violence.

### **4. Decrease Disproportionality of African American/Latina Girls in the Juvenile Justice and Foster Care Systems**

In conjunction with the Juvenile Probation Department, the Department of Children, Youth and Their Families, and community based organizations, continue to explore the overrepresentation of African American and Hispanic/Latina girls in the juvenile justice and foster care systems, and their high rates of teen pregnancy.

Commissioner Kirshner-Rodriguez requested looking at the intersections and building bridges with the Housing Authority.

*Action: To amend recommendations to include partnering with the Housing Authority.*

**m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)**

*Action: Approve amended recommendations from the 2012 Girls Report and hearing.*

**m/s/c (Gamez/Simmons/Unanimous)**

### **D. 5<sup>th</sup> World Conference on Women Update**

Aimee Allison, Director of Media and Community Affairs, provided an update on the 5<sup>th</sup> World Conference on Women planning effort. Ms. Allison reported that the Steering Committee has begun additional fundraising for future conference planning efforts. Deloitte has assisted us by creating documents to support fundraising asks as well developing a comprehensive spreadsheet of qualified

potential corporate and foundation donors. The Department has partnered with the Friends of the Commission on the Status of Women on the initial fundraising efforts to support the conference planning and the CEDAW Awards Luncheon. The concept of a Founders' Circle has been developed which is a small group of core supporters. There have been several meetings to invite supporters to join the Founder's Circle. Ms. Alison also reported that the Steering Committee members have briefed the Global Fund for Women and Futures Without Violence to explore future partnership possibilities. Based on feedback we have received from women in various UN and NGO organizations, the Steering Committee recommends pursuing a UN/NGO 5WCW until we hear otherwise from the Obama Administration or UN Women. The Department is slated to meet with Oakland Mayor Jean Quan in the next few weeks to discuss collaborating on these efforts.

#### **E. Update on Meeting Schedule**

Commissioners reviewed the upcoming schedule and requested that Commission Secretary Cynthia Vasquez poll the entire Commission for their availability as some Commissioners were excused.

#### **VI. REPORTS**

Commission Simmons reported that the Family Violence Council meeting was slated for Wednesday, August 15 at 3 pm at 400 McAllister in Room 617.

Vice President Kirshner-Rodriguez reported that she attended the annual meeting of the Association of California Commissions for Women on June 30 which was hosted by Contra Costa County. There were 10 Commissions represented and the San Francisco Commission was identified as a resource for other Commissions to identify partners.

Commissioner Shorter reported that the Justice and Courage Oversight Panel will be meeting on Wednesday, August 1 at 9 am at City Hall in Room 408.

President Soo reported she attended the reception for Ms. Liu Ping, CEO of China Star. She also recognized Marissa Mayer who has recently been appointed the CEO of Yahoo.

## VII. PUBLIC COMMENT

Ryah Belford, Friends of the Commission Fellow, announced the September 24 CEDAW Luncheon that will be held at the Merchants Exchange Building, Julia Morgan Ballroom, 465 California Street, 11:30 am.

## VIII. ADJOURNMENT

Meeting adjourned in memory Sally Ride and Ritchie Rice Gore. Meeting was adjourned at 7:40 pm.

m/s/c (Simmons/Kirshner-Rodriguez/Unanimous)

No public comment.

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415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at [www.sfgov.org](http://www.sfgov.org). If any materials related to an item on this agenda have been distributed to the Commission after distribution of the agenda packet, those materials are available for public inspection at 25 Van Ness, Suite 130, San Francisco, CA 94102 during normal office hours.

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# August 22, 2012

COSW Meeting Information - August 22, 2012

## COMMISSION MEETING AGENDA

Wednesday, August 22, 2012

4:00 PM (Note: Earlier Start Time)

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

### Roster:

President Julie Soo

Vice President Nancy Kirshner-Rodriguez

Commissioner Alicia Gamez

Commissioner Kay Gulgengay

Commissioner Rebecca Prowda

Commissioner Andrea Shorter

Commissioner Stephanie Simmons

Total Estimated Meeting Time: 2 hour 48 minutes

### I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 2 min.

Remarks by President Soo.

Action: To approve the meeting agenda.

### II. APPROVAL OF MINUTES DISCUSSION/ACTION 5 min.

Explanatory document – Draft Minutes from July 25, 2012.

Action: To approve draft minutes from July 25, 2012.

### III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION/ACTION

#### A. Executive Director's Report 15 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA DISCUSSION/ACTION 30 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

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Action: To approve the Consent Agenda.

- A. Resolution Recognizing Judge Donna Little on the Occasion of Her Retirement
- B. Resolution Recognizing Marci Seville on the Occasion of Women's Equality Day
- C. Resolution Recognizing the 3% Conference on Women in Advertising
- D. Resolution Recognizing the 30th Anniversary of the Domestic Violence Consortium
- E. Resolutions Recognizing the 2012 CEDAW Women's Human Rights Honorees

**V. NEW BUSINESS DISCUSSION/ACTION**

**A. FY2011-2012 Violence Against Women Prevention & ACTION 20 min.**

Intervention Grants Annual Performance Summary

Graduate Fellow Katherine Ray will present the performance summary for the VAW Grants Program which details service hours and clients served by the 24 Partner Agencies providing services to women survivors of violence and their families.

**B. Impact of the San Francisco Sheriff's Situation on Domestic Violence Policy Work 60 min.**

On August 16, the Ethics Commission sustained charges of official misconduct against suspended Sheriff Ross Mirkarimi. The Commission will review the recommendation of the Justice & Courage Oversight Panel on Domestic Violence Policy Reform on this issue.

Members of the Justice & Courage Oversight Panel will review key policy proposals on domestic violence as follows:

**Key Policy Proposals on Domestic Violence 20 min.**

- 1. Officer Involved Domestic Violence Policy
- 2. Workplace Policy on Domestic Violence
- 3. City-wide Domestic Violence Policy

Action: To adopt a position on the status of the Sheriff.

**C. 2012 Conflict of Interest Code Review DISCUSSION 10 min.**

Commissioners will review proposed amendments to the Commission's Conflict of Interest Code.

**VI. PUBLIC COMMENT DISCUSSION 5 min.**

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VII. ADJOURNMENT ACTION 1 min.**

Adjourn the meeting in memory of Milton Marks III, Judge Ollie Marie-Victoire, and Helen Gurley Brown.

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open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72

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# August 22, 2012

COSW Meeting Information - August 22, 2012

## COMMISSION MEETING MINUTES

**Wednesday, August 22, 2012**

**4:00 PM**

**City Hall, Room 408**

**1 Dr. Carlton B. Goodlett Street**

**San Francisco, CA 94102**

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### **Members Present**

### **Staff Present**

President Julie Soo

Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner-  
Director Aimee Alison

Media & Community Affairs

Rodriguez  
Stacey Hoang

Outreach and Development Manager

Commissioner Alicia Gamez

Policy Director Ann Lehman

Commissioner Kay Gulbengay  
Sacco

Grants Administrator Carol

Commissioner Becca Prowda  
Vasquez

Commission Secretary Cynthia

Commissioner Andrea Shorter

UCLA Intern Hannah Chan

Commissioner Stephanie Simmons

UC Berkeley Intern Katherine Ray

**I. Welcome**

President Julie Soo called the meeting to order at 4:10 pm. President Soo reviewed ground rules for public comment.

**Action: Approve agenda.**

**m/s/c (Shorter/Gamez/Unanimous)**

**II. APPROVAL OF MINUTES**

**Action: Approve amended minutes from July 25, 2012.**

Commissioner Gulbengay amended the minutes to reflect her absence at the July Commission meeting.

**m/s/c (Simmons/Gulbengay/Unanimous)**

No public comment.

**III. EXECUTIVE DIRECTOR'S REPORT****A. Executive Director's Report**

Dr. Murase highlighted key parts of the Executive Director's report. Dr. Murase reported that the Department has met with Kat Gordon, Founder and Creative Director of the marketing agency Maternal Instinct, to plan a GEP Roundtable in conjunction with the 3% Conference, a historic first-time event dedicated to the business importance of female Creative Directors to address an overwhelmingly female marketplace. The GEP Roundtable, entitled "Genderize Your Marketing: What You Don't Know Could Cost You," makes the business case for gender principles in marketing, explains the landscape of women's perceptions, and generates ideas on how to capitalize on this \$7 trillion market including best practices for a diverse marketing team.

Dr. Murase reported that the Justice & Courage Oversight Panel met on August 1, and received updates, on meetings with Department Heads. The Oversight Panel met for a special meeting on August 20 to discuss the impact of the Sheriff's situation on advancing the anti-domestic violence work that has led to the 80% decline in domestic violence homicide over the past 10 years. The Justice & Courage Oversight Panel will present its recommendation for the Commission to urge the Board of Supervisors to remove Ross Mirkarimi from the Sheriff's Office later in tonight's agenda.

Dr. Murase was pleased to announce that as a part of the San Francisco-Osaka Sister City Association, one of the oldest sister city relationships in the country, the Department will be hosting Mariya Wada, a college student, who will be at the Department the week of August 27.

Dr. Murase asked Commissioners to review the memo from the City Attorney of Political Activities by City Officers and Employees.

#### IV. Consent Agenda

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

Action: Approve consent agenda.

m/s/c (Shorter/Prowda/Unanimous)

- A. Resolution Recognizing Judge Donna Little on the Occasion of Her Retirement
- B. Resolution Recognizing Marci Seville on the Occasion of Women's Equality Day
- C. Resolution Recognizing the 3% Conference on Women in Advertising
- D. Resolution Recognizing the 30<sup>th</sup> Anniversary of the Domestic Violence Consortium

## **E. Resolutions Recognizing the 2012 CEDAW Women's Human Rights Honorees**

Judge Little expressed her appreciation for the recognition. She explained that, as Presiding Judge, she founded the Domestic Violence Court and appointed Judge Julie Tang to oversee it. Initially, the Public Defender's Office refused to staff the court, but with the leadership of then-Board of Supervisors President Barbara Kaufman, the Public Defender's Office was compelled to fulfill its duties in the new court. She also started the Family Violence Council to create a forum for interagency and community discussion and collaboration on addressing violence in the home.

Marci Seville of Golden Gate University thanked the Commission. She explained that her legal clinic focuses on domestic workers and caregivers and providing them with legal assistance.

Kat Gordon thanked the Commission and felt very humbled to be recognized. Ms. Gordon stated that female consumers drive the female market economy and that she is only 1 of 3% of women Creative Directors in the country despite the fact that women account for a large majority of purchasing decisions. The 3% Conference will bring together these professional women from across the country, for the first time, to participate in workshops focused on strengthening the influence of women in advertising and marketing.

Beverly Upton thanked the Commission for the recognition. She was joined by many members of the Consortium in accepting the honor. Ms. Upton described how the Consortium has grown to include emerging issues, and thanked the Commission for its strong partnership. Orchid Pusey of Asian Women's Shelter expressed what an honor it is to be associated with the Consortium since 1988. Monica Walters, Executive Director of Donaldina Cameron House, stated that the partnership has been an important one to advance the fight against violence against women and recognized the efforts of Ms. Upton, in particular. Commissioners thanked Ms. Upton and the DVC for their dedicated efforts in the community every day. Vice President Nancy Kirshner-Rodriguez thanked the DVC for their work with victims of violence and explained how challenging some of the work can be. Vice President Kirshner-Rodriguez is pleased to see such a great relationship with Community Partners and the Department/Commission. Commissioner Shorter echoed Vice President Kirshner-Rodriguez sentiments and believes that the DVC is a national model. President Julie Soo appreciated the linguistically and culturally appropriate nature of the services provided by Partner Agencies.

## **V. NEW BUSINESS**

### **A. FY2011-2012 Violence Against Women Prevention & Intervention Grants Annual**

## **Performance Summary**

Graduate Fellow Katherine Ray presented the performance summary for the VAW Grants Program which details service hours and clients served by the 24 Partner Agencies providing services to women survivors of violence and their families.

Ms. Ray reported that the Department granted \$2.7 million to the Partner Agencies for FY2011-2012, which helped serve 29,434 individuals and provided 40,908 hours of supportive services. Ms. Ray presented data by client served by age, ethnicity and disabilities. Ms. Ray explained that the 4 most spoken languages by clients were Spanish, Laotian, Cantonese, and Cambodian, and that our Partner Agencies operate 31 community-based programs for survivors of violence and their families.

### **B. Impact of the San Francisco Sheriff's Situation on Domestic Violence Policy Work**

On August 16, the Ethics Commission sustained charges of official misconduct against suspended Sheriff Ross Mirkarimi. Commissioner Andrea Shorter who chairs the Justice & Courage Oversight Panel introduced Panel Members and invited them to provide their perspective and present their recommendation.

**President Soo:** And now we'll move to the next item: the impact of the San Francisco sheriff's situation on domestic violence policy work. Commissioners before you there is a recommendation from the Justice and Courage Oversight Panel on domestic violence policy reform on this particular issue. Yes, I'd like to invite the chair of the Justice & Courage panel Andrea Shorter to introduce members of the panel who are here and would like to share their perspectives with the commission.

**Andrea Shorter:** Certainly. If the members of the Justice & Courage Panel could please come forward?

Great Commissioners, thank you for the opportunity to introduce once more this distinguished panel of folks. As you know I chair the Justice & Courage Oversight Panel and along with me the Panelist comprised of Kathy Black who is the Executive Director of La Casa de Las Madres, Jamel Perkins who's been a community leader and advocate against domestic violence. Antonio Ramirez, Dr. Ramirez who is very formidable in the field of batterers intervention, and Dion Roberts who is Executive Director of Mary Elizabeth Inn. And I don't think that Ken Theisen is with us at the moment

but Ken Theisen should also be acknowledged. He is at the Bay Area Legal Aid and then Beverly Upton who, as we know, is the Executive Director of Domestic Violence Consortium and then certainly goes without saying Dr. Murase's ex-officio member of the committee. So the committee, or the Panel convened, as a special meeting on Monday and in doing so has issued a recommendation that you have before you to the Commission. The Commission had actually requested of the panel to basically go back and keep an eye on the developments pertaining to the sheriff's situation and then to come back to the Commission with some recommendations. And so certainly following the Ethics Commission's process to date the panel was then requested, or basically followed the request, to come back with a recommendation to this Commission in terms of the best way to respond. So you have before you that recommendation and maybe one of the other panelists would like to talk further about any of the points of the recommendations?

**Beverly Upton:** Thank you. Beverly Upton of the San Francisco Domestic Violence Consortium. We thank you for the opportunity; we thank the Commission for the opportunity to make a recommendation regarding a very long process that the city and its residents have been through. You can see by the recommendation we really wanted to highlight exactly what the Ethics Commission really wanted to highlight, which is domestic violence matters in San Francisco, that it is the most worrisome development in this case, we wanted to echo what the Ethics Commission brought forward in its decision, we wanted to support the mayor in his decision, and we wanted to urge the Commission on the Status of Women to move forward in supporting the mayor's decision and now the Ethics Commission's decision regarding official misconduct due to domestic violence. Thank you. I'd like to invite other members of the panel to give their perspective.

**Kathy Black:** Hi, my name is Kathy Black and I'm on the Justice & Courage Oversight Panel. So I'd like to say that, again, that domestic violence is a serious public health and public safety issue in San Francisco, and elsewhere. That is why this issue that we're discussing today is bigger than one person, one case, and one incident. This is about survivor safety, batterer accountability. It's about showing our community that San Francisco will prioritize the safety of survivors and take domestic violence seriously no matter who is perpetrating it. I've not been surprised by the minimizing of the injury and unwillingness to take responsibility and blaming others. Any sheriff who has pled guilty to false imprisonment, admitted under oath that he committed a violent act against his wife, and that at the time he did it he knew he had committed a crime, is not fit to serve as our sheriff. I always want to say that we learned today that by a ratio of more than 2 to 1, the voters and San Franciscans want the Board of Supervisors to affirm the findings of the San Francisco Ethics Commission and I think that's also a really important development so I urge you to adopt our recommendation. Thank you very much.

**Dion Roberts:** Good afternoon. Dionne Roberts with Mary Elizabeth Inn, but I also serve on the Justice & Courage Panel and I've been doing so for 3 years now and I take seriously our role to ensure that various San Francisco agencies including the Sheriff's Department are addressing and providing appropriate response to cases of domestic violence – primarily that perpetrators are held accountable for their actions and treated in accordance with the law, and that victims are encouraged to expose their abusers and seek justice and seek help for themselves. Cases of domestic violence are not private matters, which is how our Sheriff attempted to characterize this situation, which is nearly the same as tucking it under a rug. One of our top law enforcement officers cannot remain in his position and be trusted to enforce laws pertaining to domestic violence offenses. I recommend the Commission on the Status of Women urge our supervisors to remove our sheriff from his position. Thank you.

**Antonio Ramirez:** Hi. I'm Antonio Ramirez. I've been working with men who are abusive for 25 years and our task is to hold men who participate in programs accountable. Meaning that they have to completely own their violence. Any moment that we falter, ourselves personally, is an injury to the whole system, especially when someone who is so prominent like the sheriff, who is minimizing and denying the violence including with his violence. I've seen that the public discourse has been hurt already because the understanding of domestic violence now in many spheres of the public are very minimizing of what happens in their home. Just grabbing someone is not such a big deal, so the harm continues to grow. So I urge you to adopt our suggestions and I recognize that the Sheriff or Mr. Mirkarimi is not fit to serve as Sheriff.

**President Julie Soo:** Thank you panel. Commissioner Shorter, could you read the full recommendation into the record please?

**Andrea Shorter:** Certainly. So these are the recommendations of the Justice & Courage Oversight Panel on domestic violence policy reform as submitted to this Commission on the Status of Women:

In response to the San Francisco Commission on the Status of Women's' request for a recommendation the Justice & Courage Oversight Panel on domestic violence policy reform strongly supports the ethics Commission's determination that Ross Mirkarimi's domestic violence offense

constitutes official misconduct and falls below the ethical conducts & standards San Francisco expects of a sheriff – a top law enforcement officer. The ethics Commission ruled that Ross Mirkarimi, who pled guilty to a domestic violence charge, committed official misconduct. Clearly Ross Mirkarimi is unfit to serve as San Francisco Sheriff. The decision is now in the hands of the 11-member board of supervisors to carefully consider the evidence and facts. The facts are:

- 1 – Ross Mirkarimi pled guilty to the domestic violence-related charge of false imprisonment
- 2 – he is sentenced to 3 years of probation and required to attend a 52-week program for batterers, and
- 3 – his court-supervised probation will span the majority of this term.

Therefore he is unfit to serve as a law enforcement agency leader overseeing programs that address domestic violence. San Francisco's approach to addressing domestic violence hinges on success San Francisco collaboration between all law enforcement agencies. The Department on the Status of Women and community-based service providers who, last year, provided 30,000 people with hot lines, emergency shelters, and legal assistance. This collaboration, built steadily over the last decade, has reduced domestic violence homicides in San Francisco by an astounding 80%. Annually the San Francisco Police Department receives about 4000 cases of domestic violence. The Justice & Courage Oversight Panel is committed, as ever, to its critical mission of advancing domestic violence policy reform in San Francisco, working in full collaborative partnership with all law enforcement leaders and agencies remains integral to protecting and advancing the 80% decline in domestic violence homicide. San Francisco's families facing domestic violence deserve and demand the utmost integrity, confidence and trust in all law enforcement officials, sworn to protect and serve the public safety. We therefore strongly recommend that the Commission on the status of women urge the board of supervisors to remove Ross Mirkarimi from his position as sheriff at this time.

**President Julie Soo:** Dr. Murase, at this time should we first review key policy proposals on domestic violence on the 3 policy reforms before we take public comment?

**Executive Director Emily Murase:** Certainly. The question before the Justice & Courage Oversight Panel was: What is the impact of the status of the sheriff on the work of domestic violence policy reform? And the work on domestic violence policy reform is really focused on fundamental response, victim-centered response, to domestic violence. And the 3 policy reforms that the committee is

currently focused on is: first an officer-involved domestic violence policy, secondly, a workplace policy on domestic violence violence, and thirdly, a city-wide domestic violence policy and I want to invite back Beverly Upton to talk a little bit about the officer involved domestic violence policy. She's been doing a tremendous amount of work with the San Francisco Police Department under the leadership of Chief Greg Suhr and I'd like to have her say a few words. In your packet there is a model policy from the Tacoma Police Department on this issue.

**President Julie Soo:** Thank you, Dr. Murase.

**Beverly Upton:** In 2003 Crystal Judson was killed by her then Police Chief husband in Tacoma, Washington. We were fortunate enough to meet her father, Lane Judson within a year or so of Crystal's death. They were struggling in Tacoma to deal with the tragedy that had happened. She was killed in front of her children after a family court appearance. The gentleman then turned the gun on himself. It was a tremendous tragedy for Tacoma and we met them at a conference. And he asked me then, Lane Judson, "Does San Francisco have an officer-involved policy?" And at that time I knew that we had some officer-involved language in the general order. San Francisco had been sensitive to this issue for quite some time. I believe it started in the 80s. But certainly it was not sufficient. So over the years we have kept in touch with Tacoma, kept in touch with Washington State which ultimately adopted Tacoma's officer-involved policy as a statewide policy as has Florida and several other states. So in the last 10 months we have been working San Francisco Police Department and I must say they have been such good partners at the table; Chief Greg Suhr, Lt. Joe McFadden who has lots & lots of experience in domestic violence unit in internal investigations and is now the head of the crime scene unit. So he's been an excellent partner at the table. I also want to thank Monica Walters from Cameron House, who was in Washington serving as a domestic violence executive director when it happened so we brought her expertise to the table as well. So, for the last 10 months almost we've been meeting the domestic violence community with the San Francisco Police Department, the Sheriff's department is now involved under interim Sheriff Hennessy's leadership, and we are about 75% where we need to be towards a new officer-involved domestic violence policy. So I've been honored to share that with the Commission, or the Justice & Courage Oversight Panel, and also with the Commission on the status of women and the department, and we're thrilled to see it as one of the priorities for Justice & Courage Oversight Panel. Thank you.

**Executive Director Emily Murase:** Secondly on the workplace policy on domestic violence, San Francisco does have a zero tolerance policy for violence at the workplace. But that's quite different

than if an employee shows up at the workplace with a black eye or having suffered verbal abuse or other forms of domestic violence. So we have been in conversation with Paul Henderson, chief of staff of public safety, with Senior officials at the Department of Human Resources on what that workplace might look like. City of LA has a workplace policy. Many other cities and many other companies actually have workplace policies on domestic violence so we would really like to see the city & county of San Francisco come up to what has become common practice in other organizations. Finally citywide domestic violence policy is a memorandum of understanding that was first proposed in an executive directive by then mayor Gavin Newsom as part of a portfolio of policy reforms and we have been working at the staff level with the Police Department, district attorney, adult probation, sheriffs, emergency management, on victim-centered response to domestic violence, and in that policy document at the very end of the memorandum of understanding are signature lines. So there's a signature line for police chief, signature line for adult probation chief, a signature line for sheriff. And so there has been discussion at the Justice & Courage Oversight Panel about whether we can really ask a sheriff who is currently undergoing a 52-week batterers program to sign onto a document that assures citywide understanding of domestic violence response. So these are the kinds of issues that the panel has been focused on and are sort of the basis of their recommendation today.

**President Julie Soo:** Thank you, Dr. Murase. At this time I'd like to take public comments, and I just want to remind those who have come in after my announcement that there are speaker cards for you to fill out. And that you can return to Cynthia. We ask that the commenters be respectful and the audience be respectful so no outbursts. We will ask those making outbursts to be removed from this meeting or I will also help this meeting. So first step: 2 minutes per person. And the commissioners can ask questions but this is not a time to debate so the commissioners may ask question to clarify an issue and not entertain the commenter in debate. First we have Juana Villegas.

**Commissioner Gamez:** President Soo may I ask a question, or to Emily?

**President Julie Soo:** Yes.

**Commissioner Gamez:** The document, Emily, that you mentioned that the chiefs sign, is that in our packet?

**Executive Director Emily Murase:** No the chief hasn't signed it. This is a draft. It's a work in progress.

**Commissioner Gamez:** Oh it's a working draft for future use, not... it isn't currently in use.

**Executive Director Emily Murase:** Yes.

**Commissioner Gamez:** OK, thank you.

**Juana Villegas:** Good afternoon Commissioners and ??????. My name is Juana Villegas and I am here because like any other woman I feel really offended that here you are talking about an issue about domestic violence without taking the words from the supposed victim in this case and I would like to know why this victim doesn't get a personal invitation to attend this commission because I can't believe people who is really concerned about victims of domestic violence they are supposed to support first the victim. Not that . . . for who they are working, not because they are having really good relationship with the politic person around San Francisco and I just want you to know and put in your mind that you have to respect (tape flip) . . . the victim for . . . the process that I don't see any following process in this case. They never asked the victim did she need some help. They never took the word from her so I am asking you to listen the victim. Follow the process. Don't act before the victim asks for help because it's a process. And I don't see anybody from the Casa de Las Madres following this process in the way it's supposed to be. Thank you.

**President Julie Soo:** Next we have Aurora Grajeda and then Dion Roberts following that.

**Aurora Grajeda:** Good afternoon Commissioners. My name is Aurora Grajeda. Inaudible.

**President Julie Soo:** Yes. Thank you. Thank you. And I called for Dion, but Dion we heard from

you earlier. Do you want to speak again?

**Dion Roberts:** No thank you. I provided my comments earlier.

**President Julie Soo:** OK. Silvia Ramirez. Sylvia? And if we could have Lori Liederman get ready to speak after her?

**Silvia Ramirez:** Good afternoon. My name is Silvia Ramirez and I am a community organizer and also a domestic violence survivor. I am from (inaudible) in Redwood City and in San Francisco and I am very concerned because as a survivor of domestic violence again I'm just studying how people are saying that he is a perpetrator of domestic violence. He'd never accuse himself as a perpetrator, first of all. And this Commission doesn't say also the same thing. So, they find him as an official misdemeanor but there wasn't any surprise. He did it in the last months. So why people has been saying domestic violence. And the other thing is that I hear that mayor's decision's commission so the city hall is not any more our house? This is the house of (inaudible) the house of our community. I'm also tired of hear that Gavin Newsom and some other officials making or adopting and recommending things against Ross Mirkarimi. So did they really have the moral to still saying the same thing against him? Also Ed Lee has a moral once. He is a liar and we know that he doesn't come to this position because he was really honest.

**President Julie Soo:** I'd like to remind the speakers that we will not tolerate defamatory statements so I ask that the speakers speak solely to the issue without use of defamatory comments.

Thank you. Next we have Lori Liederman.

**Lori Liederman:** Good afternoon Commissioners. The incident that took place on December 31, 2011 between Ross Mirkarimi and Eliana Lopez was dealt with through the criminal justice system. It was anything but swept under the rug and it was anything but victim centered. The sheriff was pummeled relentlessly by the media and by the domestic violence community which treated him as a pariah based solely on third party allegations. The plea agreement resulted in a sentence, again, not

swept under the rug. The sheriff is serving that sentence and contrary to accusations leveled against him, he has repeatedly accepted full responsibility for his action. The demand that he be removed and that the people of San Francisco lose our Democratically-elected sheriff is unjustified and excessively punitive, both to the Mirkarimi-Lopez family and to the Democratic process. The Mirkarimi-Lopez family has suffered immeasurably and that needs to stop now. The work of the domestic violence community is vital to our community. I respect that work and I'm grateful for it. But this case is not a poster child for the issue of domestic violence. The wishes and statements of Eliana Lopez were summarily dismissed and discounted. She was ignored and even infantilized and though she has proven herself to be a creative and articulate, confident, assertive and independent woman, she continues to be discounted. I have heard a lot about how the final outcome of this case will send a message to victims and perpetrators of domestic violence. I agree, it will send a message that any politician out of favor with the mayor may be subject to political persecution and potential loss of position if his or her conduct in any way is offensive to a particular group. And it will send a message to women who are struggling with a decision as to whether they should report domestic violence. If their husbands and fathers might be subject to the loss of employment and loss of income, they might well be less likely to come forward. Please do not accept this resolution. By disrespecting Eliana Lopez it disrespects all of us as women. And as for the sheriff, his experience in this process will make him far more able to work in the sheriff's department, not only with perpetrators

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**President Julie Soo:** Next we have Vivian Imperiable and following that Francesca Rosa.

**Vivian Imperiable:** My name is Vivian Imperiable. I'm a city worker speaking as a private citizen on my own time. Let's stop for a moment and look at the status of one particular woman. Eliana Lopez. She was a beloved wife, mother, and professional woman. She's a strong take-charge woman who commands a room with her charm, intelligence and wit. She took a strong position against being unjustly labeled as a victim, yet her protestations were turned around and used against her. Ross Mirkarimi and Eliana Lopez are not part of the domestic violence demographic. The only hurt in that household was caused by advocates who zeroed in on them instead of any number of actual victims. The false characterization of Eliana's life led to months of forced separation of the family. The disingenuous nature of the labeling is evident when we know that not one agency contacted the couple. Not one offered services to Eliana. If they labeled her as a victim, why didn't they try to help? Instead of reaching out to her, the advocates reached out to the media. Domestic violence advocates besmear their effort by taking advantage of a high profile couple and using them to gain publicity for themselves. They should be ashamed of trying to destroy this loving family to increase their visibility. They have disrespected the needs and wishes of Eliana. They have no right to claim

her and defame her.

**President Julie Soo:** I'd just like to remind people to refrain from any outbursts or comment following public comment. Francesca Rosa.

**Francesca Rosa:** Hello Commissioners. I'm a long time resident of San Francisco. I work in social services but I'm speaking as a private citizen. First I want to thank you for your service on the Commission. I appreciate your willingness to volunteer your time for the city. I know it takes a lot of time and energy to do this. But I very respectfully submit that you all have a conflict of interest due to the fact that this Commission is appointed by the Mayor's office, and also funded by the Mayor's office. So when asked to make a decision that the Mayor has taken a very strong position on, in this case Sheriff Mirkarimi, the elected sheriff - I want to stress the word elected - being removed from the job he was elected to by the voters of San Francisco, you will not be able to act with the objective independence needed, even though again I really respect your role as Commissioners. We all know how serious an issue domestic violence is, and that groups like Casa de Las Madras have done very excellent work helping battered women survive their abusers. But many of us are very troubled by a complete lack of the concept of proportionality in this instance. The one size fits all concept that a one-time low level offense should be treated in the same manner as the behavior of a serial batterer who causes ongoing physical and psychological abuse to a woman who has no means of escape or is in denial. I also have a concept and, again, I work in social services and my title is Direct Service Professional that professionals always know better than the families themselves who are affected. And no I don't think they always know better and I think that the first, you know, that people should actually consult with the families in question. And this is a family that very much wants to stay together. And Elana Lopez is a very strong woman and she very much wants to rebuild her marriage and I think that that should really be listened to. I also note that former sheriff Mike Hennessy, who was respected across the law enforcement community and the political spectrum, has stated that he thinks that Ross Mirkarimi

**President Julie Soo:** Thank you. Rosario Cervantes? Rosario? Yes.

**Rosario Cervantes:** Afternoon Commissioners. My name is Rosario Cervantes and I live in the District 11. I just want to say, aren't we here to seek the truth? I understand everyone has a point of view here and I understand the domestic violence do excellent work but you've got the wrong person

here, the sheriff. He is serving probation for his 3 years and he is not a batterer. You have Eliana Lopez. Nobody listened to her. Her voice got lost in the process and you destroyed a family. You destroyed a son, 3-year old Theo Mirkarimi and I just believe that what, I am totally against what you're saying and I believe that everybody should get a fair chance and there was no violence here and I believe that the domestic violence groups just have the wrong person and he wants to redeem himself and we should let the voters, the 84,000 people who vote for him, remain the sheriff because he is a good sheriff. Thank you.

**President Julie Soo:** Next we have Eliana Lopez. Following that, Paula Canny.

**Eliana Lopez:** Hello Commissioners. I'm not impressed that I was not invited to this meeting. That shows, again, once again, after 8 months how my voice has been dismissed. How anyone cares, I've been betrayed, not only for cold friends, for organizations that should be trying to help me. Trying to hear me. Being in my side. Any one of them. Not the Mayor. Not the District Attorney. Not anyone. Any of you have been trying to reach me or hear me. Something important in domestic violence is intent. Ross never intent to hurt me. We are not talking here about murders or any like that. So let's be clear what is this is about. Use a family as a weapon to destroy it. A politician is wrong. And if you support as a women, you support that resolution, you are betraying again the women. Thank you.

**President Julie Soo:** Paula Canny?

**Paula Canny:** Hi. My name is Paula Canny. I'm a lawyer. It's hard to get a lawyer to say anything in two minutes but here goes. I was a deputy DA in 1981. I was part of the first pilot project in domestic violence prosecution in the state of CA in Ventura. So I can not believe that I am standing before you all in this position. As Eliana said, it's a matter of intent, and the other thing I want to try and get across is the criminal justice system is a flawed system. Ross Mirkarimi took a plea bargain. The plea that he took is the plea bargain that is routinely offered any time law enforcement is involved in an alleged domestic violence offense. It's considered to not be a domestic violence charge. It is a charge that allows a police officer to keep their firearms and maintain their employment. And so if you believe in the criminal justice system part of it is rehabilitation. Part of it is compassion for the defendant as well as for the victims and I'm saying too by what's transpired here to have it being so vitriolic and hate-filled, we've all done each other a grave disservice. I have worked for many years to

stop the problem of domestic violence, but that's not what's happened here. By turning this into something that it isn't, and that's been done by the press, it's horrible. I mean in terms of how much, I don't know if you could really even stop the tide of this. But I'm asking you to listen to Eliana. I'm asking you to understand the nature of a plea bargain, because the reality of it is most domestic violence cases aren't filed. That's a problem. What is filed when it goes to trial, they don't get convictions in San Francisco. So Ross did the proverbial step-up-to-the-plate and now he's completely condemned when it ought to be exactly the other way. So, you know, there's my 2 minutes. Thanks.

**President Julie Soo:** Thank you. Isabel Gutierrez? After Isabel, Beatrice Herrera?

**Isabel Gutierrez:** I will try not to use defamatory language, although I must say that using the word batterer and Ross Mirkarimi in the same sentence to me is defamatory since I don't believe that he is. And I'm going to repeat something that I said at the last Ethics Commission meeting. Domestic violence is not a private issue. It's not a private matter. As a woman I totally agree with that statement. However, I do not believe that this case falls in the category of domestic violence. This was simply an argument between a husband and a wife. I am a strong Latina woman and Eliana Lopez is a strong Latina woman. She is an independent, intelligent woman, as am I. We would never allow ourselves to be victims of battery. We would never allow ourselves to be victims of domestic violence. How many times is she supposed to say that, those words? How many times is she supposed to say, I was not a victim of domestic violence? And how many times are they supposed to say, oh but yes you were. But I wasn't. Yes you were. I wasn't. Yes you were. How many times? And I also want to say, Ross did take responsibility. He took responsibility and he keeps taking responsibility. As far as that poll that was taken is concerned, I want to know who was asked. I wasn't asked. Certainly the people that show up week after week, or commission meeting after commission meeting, that stand in line for hours were not asked. Certainly not the lady who was the very first lady in line for a 5pm meeting. And I asked her, what time did you get here? And she said 8am, for a 5pm meeting. I brought myself some water, I brought myself some fruit, and I brought myself a little chair, and I'm going to stay here until 5pm because I feel that strongly because Ross would come out in his pajamas in the middle of the night when there was an incident, and he came to comfort us when our sons were murdered in the streets of San Francisco. I also want to know, why are these organizations wasting time and resources when there are women that are being battered that need their help. Eliana does not need your help. Ross Mirkarimi needs to get his job back, he needs to get paid. And one more thing, where were these ladies when Miss Hayes-White, the chief, OK.

**President Julie Soo:** Beatrice Herrera?

**Beatrice Herrera:** I have been a domestic violence advocate for 6 years and help immigrant victims of domestic violence. I hope this will stop women from reporting domestic violence. Many victims feel scared that no one will believe them or that they will be deported. Domestic violence is not ok. I urge the Commission to support the Ethics Commissions recommendation to remove Ross Mirkarimi.

**President Julie Soo:** Next we have, is it Yoly Magallanes? And Lucia Ray-Guilien.

**Yoly Magallanes:** (inaudible) . . . to me it's a matter of common sense. Someone who has been convicted of a crime can not oversee the imprisonment and rehabilitation of those convicted of similar crimes. This is not a personal matter against the suspended sheriff. It's about the facts. And it's bigger than just one case. If the suspended sheriff is reinstated, it will not only set a bad precedent for our city's elected officials, but most importantly it will send a dangerous message to our community – victims and batterers alike. Everyone is watching, not just our community but the nation as a whole. We can not change an elected official's choices, but we can change who we choose to represent San Francisco as a sheriff. Thank you.

**President Julie Soo:** Lucia?

**Lucia Ray-Guilien:** Hello my name is Lucia Ray-Guilien, and I am a domestic violence advocate. If Ross Mirkarimi is reinstated as San Francisco sheriff it will send a wrong message to victims of domestic violence. I work with victims who report their abuse to the police every day. I am deeply concerned that failing to hold Mirkarimi responsible for his actions will have a silencing effect on survivors city-wide and beyond. They will be scared to come forward, afraid that their batterer will also get away with the abuse. As a result they will stay in danger. Please, I urge you to support the Ethics Commission recommendation, as victims' lives could be held in balance. Thank you.

**President Julie Soo:** Next we have Debra Walker. Following Deborah Walker, Tammy Bryant.

**Debra Walker:** Commissioners, first of all I want to thank you for your time. I know, I'm a Commissioner myself and it's a lot of time and effort and this is a very emotional and very complex issue. I always want to thank the DV advocates for the work they've done over the decades. A lot of us have done together to make sure that we have made advances to protect victims of domestic violence. It is very disturbing that no one here, that no one here, has talked to the person that you are describing as a victim of domestic violence. No one else in this process is calling this a domestic violence. The people involved have denied that it is, and they've told their own story of what happened. The 2 people who were part of it. And the fact that you all are moving forward, you all have apparently funded a poll, which actually I did get a call and I was offended at its anti-Mirkarimi questions. It was definitely a push poll meant to determine an outcome which you got. There's another poll on SFGate where it's 3-to-1 not supporting removal from office. So if you're going to go on polls you have to look at all of them. But what I would ask instead is that you listen to the person you're describing as the victim here, Eliana Lopez, who's saying this is not an issue of domestic violence, that they did have an issue that I actually think our sheriff has come forward and trying to move forward, at the pressure of everyone to do the right thing, and stop the nonsense, stop the witch hunt. And that is what it is. And quite frankly I want to say that I think that honesty under oath is an important issue. We would not be here if there was more honesty in City Hall. And maybe we don't expect it here, but I certainly expect it under oath.

**President Julie Soo:** Tami Bryant?

**Tami Bryant:** I'm a resident of District 5 and I've worked with the sheriff as a constituent for 7 years. I am here because I believe Eliana and I believe in Eliana. All we want is love, justice and democracy. I raised two wonderful daughters and I was raised by a lesbian feminist and I myself survived domestic violence 2 decades ago, so I should be your natural ally. But so far, we're not allies. You have taken an adversarial and counterproductive position on the sheriff since Day 1. In fact since the beginning, you characterized Ross as the worst villain of all times, even after working with him for years. To end domestic violence, you never thought of taking the situation and turning it around into an example of what people can and should do. People can learn from their mistakes, get the resources they need and move forward. Why was your first reaction a negative over-reaction? You dismissed his wife, you dismissed his long-time ex who stated that in their 7 years together he never, ever had a physical outburst. You can not define the entire character of a person by one split

second of time. He accepted responsibility and is following the requirements set forth by the court. There's been no fair process. It's been a one-sided conversation the whole time, and in that you've dismissed the majority of women in San Francisco. There are a lot of women in the Western Addition who are furious at the thought of their vote being stolen. Trust me, Sheriff Mirkarimi did not commit official misconduct. This was not on City time or City premises. There are no city resources involved in any of this. Sheriff Mirkarimi will have no trouble overseeing the programs and the personnel of the sheriff's department. In fact, I have noticed a brotherhood among law enforcement where they forgive one another and I am sure they will see their boss as a great man with human characteristics and I don't see a problem with that. I urge you to think of the majority of women who are outraged by the attack on the sheriff and will not agree with you by voting to have him removed. It will show real courage and commitment to justice to vote down this recommendation. This was not a criminal act, it was a moment of family crisis. You have disempowered and very powerful woman. We as women are not here to disempower women, we are here to empower them. Thank you.

**President Julie Soo:** Erica McDonald?

**Erica McDonald:** I actually have something to pass out to you all. My name is Erica McDonald and I'm very distraught to stand before you today and the reason why I am so distraught is because I am a violent crime survivor. A violent felony was committed against me when I was attacked on the streets of this city. I was denied justice by the San Francisco Police Department. An officer came out who was very nice, who took a report, I was crying my eyes out, I was hysterical. The problem came the following Monday when I tried to pursue my case. I encountered a woman, I have a copy of her business card as well as my case number right here. Her name is Laura Gardner. She gave me less than 2 minutes of her time. She refused to collect evidence. There was physical evidence – a broken purse strap, a broken watch, I had bruises all up and down my arms and on my abdomen because I was dragged over a wooden fence! The man who attacked me was a young adult male in a red and blue mesh tank top with several very large and loud gold chains around his neck. I know he was following me because I heard the gold chains. I was working as a waitress at the time. I made less than \$24,000 a year. I was coming home (inaudible) night and this is the treatment that I received from law enforcement in this community. Yet I'm here to tell you that Ross Mirkarimi was elected Sheriff for a reason. And he was elected because the people of this city are fed up. With a 2000-strong highly paid police force that is ineffective at best and brutal at worst. I want to know what you are going to do to make sure that my daughters never have to face this situation. My oldest daughter, Amy, started kindergarten this very week at Buena Vista-Horace Mann. She is a public school student. We live in the Mission. It's a high crime area. Not once have I seen any cop out there walking a beat. I do not have a car myself, I don't drive, I came here on BART and I'm still out

of breath. I have to run back to child care by 6 o'clock to pick up my children. And if you take our law enforcement (inaudible) Ross Markarimi away from us, I'm going to hold each and every one of you personally responsible if anything bad ever happens to me or my family. There was a murder on my block just earlier this summer.

**President Julie Soo:** Excuse me. We have one more speaker, Dennis Mosgofian?

**Denis Mosgofian:** Commissioners, my name is Dennis Mosgofian. I'm a native San Franciscan. I'm a father of 3. I'm still married. And domestic violence is a serious issue. Even minor violence is serious. This wasn't, this wasn't domestic violence. Did you hear Commissioner Studley on the last day of testimony? After the vote? She said, you know, I don't think we can call the December 31<sup>st</sup> instance domestic violence. There's no pattern. There's no history. Despite 5 months of hearing, and I went to every one of the hearings, because I saw this as political, I didn't see this as domestic violence. And I care. I've got a daughter. I've got a wife. I've got a mother. And I've grown up on the streets of San Francisco so I know violence. You need to listen. They didn't prove domestic violence. They decided it was official misconduct despite the fact that when it happened, but none of them at that Commission, nor the Mayor's Office, ever reached out to talk to the victim. The victim walked right past a demonstration of the domestic violence consortium outside on City Hall steps. They didn't know who she was. I find that astonishing. I don't think that's a joke. I think that's really serious. If you don't care about the victim, but you're victim-centric you're lying. This was an opportunist effort to get the glare of the press and to generate funds. And it worked. But it's not appropriate, and you guys should not be used in this process. And as far as the Mayor is concerned, his entire behavior in this thing was disingenuous. The (inaudible) did not find what is being claimed. He was never really found to be a batterer. And I think it's important that you understand that.

**President Julie Soo:** Thank you. Thank you. Commissioners, I'd like to entertain comment from you on the issue, the final issue. We haven't called the question yet, but I'd like to hear from you. Any comments?

**Commissioner Alicia Gamez:** I do have, if it's appropriate, I would like some clarification, maybe Andrea, rather than addressing it to the public maybe I can address it to the Commission. Regarding the statement that we're voting on that does characterize this as a domestic, as a, it says, (inaudible) that Ross Mirkarimi's domestic violence offense constitutes, and he pled guilty to the domestic

violence charge. My understanding of what Ross Mirkarimi pled to is that it was a misdemeanor false imprisonment charge. If violence had actually been involved, it would have by law have been a felony. So by definition of what he was charged with as something that was non-violent, my understanding is further that the courts in California have already interpreted misdemeanor false imprisonment to be by definition something an act for which, in which there is no intent to harm. Therefore, a court in November 5, 2010 in California found that it was therefore not a crime of moral turpitude. And so I'm just wondering about the language of domestic violence here.

**Commissioner Stephanie Simmons:** Can I ask a question while you're . . .

**Commissioner Alicia Gamez:** Sure, sure.

**Commissioner Kay Gulbengay:** I'm just wondering, Dr. Murase, is it our charge to, has it already been determined, we have a recommendation from the Ethics Commission and the Justice & Courage Panel is asking us as a Commission to either recommend this to the Board of Supervisors, their recommendation. So, are we, we're not here to determine whether or not Sheriff Ross Mirkarimi committed domestic violence or did not commit domestic violence. That seems to be a recommendation from the Ethics Commission to the Board of Supervisors, and as the process goes on it's determined by the Board of Supervisors whether or not Sheriff Mirkarimi will be the Sheriff or not. I'm just wondering, Dr. Murase, if you could clarify.

**Executive Director Emily Murase:** I did offer my perspective. My perspective is the criminality of what Ross Mirkarimi did was decided in the courts. That was the courts' thing. They had to decide was it criminal, was it not criminal. He has been sentenced to 52 weeks of a batterer's intervention program. That's fact. What the Ethics Commission was asked to determine was whether the Sheriff's behavior constituted official misconduct. They found that his behavior constituted official misconduct. What's before the Commission, the recommendation from the Justice & Courage Oversight Panel is, the impact of having a sheriff, any sheriff, who has pled guilty to false imprisonment, against an intimate partner, which constitutes domestic violence. That impact on the ability . . .

**President Julie Soo:** Excuse me. If you'd like to take your conversations outside you're welcome to do that. We're trying to conduct our meeting here. Thank you.

**Executive Director Emily Murase:** . . . the ability to advance domestic violence policy reform and the spirit of the recommendation is that this Sheriff would really have a negative impact on the ability of this Commission to advance its work on domestic violence policy reform. So the question before the Commission is, whether or not to urge the Board of Supervisors to remove Ross Mirkarimi from his position of sheriff.

**Commissioner Kay Gulgengay:** OK. Thank you.

**Commissioner Alicia Gamez:** Question of clarification. Is the question before us whether to urge removal or whether to approve the statement presented to us by Justice & Courage? Because the question I have is whether the statements as presented in the Justice & Courage Oversight Panel are accurate. Again, I think Emily did a good job of summarizing some of the points for us there that misdemeanor false imprisonment was the charge, that the Ethics Commission determined through its own process whether there was official misconduct, but the language here advocates in a manner I'm not sure that it adheres strictly enough to the facts.

**Commissioner Andrea Shorter:** Well, what fact in particular? The fact that he is convicted of a false imprisonment?

**Commissioner Alicia Gamez:** Sure.

**Commissioner Andrea Shorter:** The fact that he's on probation for 3 years? The fact that he has to submit to a 52-week program for batterer's intervention?

**Commissioner Alicia Gamez:** The statement reads in response to the San Francisco Commission

on the Status of Women request for information, Justice & Courage Oversight Panel on domestic violence policy reform strongly supports the Ethics Commission determination that Ross Mirkarimi's domestic violence offense. I don't know that that's what was said there. I don't know that that was their determination.

**Commissioner Andrea Shorter:** Well, I think that in the State of California, that false imprisonment actually is consistent with domestic violence offense. Is it correct that after 30 something years of this Commission's being involved in domestic violence policy reform?

**Commissioner Alicia Gamez:** Well again, a misdemeanor is by definition not a violent act.

**Commissioner Andrea Shorter:** I don't know that that's accurate.

**Commissioner Alicia Gamez:** It is. If force or violence is involved, by definition it has to be a felony. So that's kind of what's concerning me. You know. One of the issues here that's what's concerning me. And I would like to, well, let's stick to the one topic for the moment before we . . .

**Commissioner Andrea Shorter:** Well the Sheriff has falsely imprisoned someone so you don't take issue with that. But you're taking issue with the use of the term domestic violence offense. That's what you're trying to deconstruct?

**Commissioner Alicia Gamez:** I'm just, as a Commissioner who's being asked to vote on a statement, I want to make sure that the statement is . . .

**Commissioner Andrea Shorter:** No, I know. I'm asking for you to further clarify. I'm still not clear on what you are. What are you deconstructing? What are you specifically . . .

**Commissioner Alicia Gamez:** Well as I mentioned earlier, the 4<sup>th</sup> line from the top reads: Mirkarimi's domestic violence offense constitutes official misconduct. I do, my understanding of what the Ethics Commission did was they found official misconduct. I don't know that they characterized it. It said here he pled guilty to a domestic violence charge. He pled to misdemeanor false imprisonment, which by definition is the momentary retention of someone without use of force or threat.

**Commissioner Andrea Shorter:** So are you retrying the case, because again as it's been stated, the case has been tried.

**Commissioner Alicia Gamez:** I'm not retrying.

**Commissioner Andrea Shorter:** Are you asking specifically with the Ethics Commission? Are you, I'm still not clear on what . . .

**Commissioner Alicia Gamez:** The term violence.

**Commissioner Andrea Shorter:** OK, so as used by the Ethics Commission, are you, by the state? What are you . . .

**Commissioner Alicia Gamez:** Used by, in the statement.

**Commissioner Andrea Shorter:** OK. OK. Alright. Well, we've not asked you for that but thank you for your offer. Yeah.

**Commissioner Julie Soo:** Excuse me. If you'd like to keep your conversations outside, we're trying to conduct a meeting here and I'd allow time for Commissioner Shorter to respond.

**Commissioner Andrea Shorter:** Well, certainly in our understanding, having witnessed the Ethics Commission's deliberation on this matter, that domestic violence was in fact inherent as an offense in its constitution of official misconduct. So, therefore, the statement that you are requesting, I suppose further clarification, I think stands as it is. That it is a domestic violence-related offense. It constituted official misconduct, and does fall below the ethical conduct and standards San Francisco expects of a sheriff. So I'm certainly appreciate your, the fact that you're weighing certainly with all due consideration, the statement, but that was the interpretation and the understanding as rendered by the Ethics Commission. Therefore the statement is as it is.

**Commissioner Alicia Gamez:** Do we have the Ethics Commission statement? Do we have that statement? Do we have the statement that was handed down by them?

**Commissioner Andrea Shorter:** I'm trying to find the email that was sent to me.

**President Julie Soo:** Emily do we have that statement?

**Executive Director Emily Murase:** That has not been issued yet. So they made a determination that Ross Mirkarimi did commit official misconduct. They're having their attorneys draft that statement.

**Commissioner Alicia Gamez:** OK.

**Commissioner Stephanie Simmons:** I just wanted to ask Dr. Murase, do we need to vote on the language of this particular statement or the conclusions? It seems to me that we are making a recommendation just based on that very bottom sentence of this recommendation and I don't know. Commissioner Shorter, if you have any more clarification.

**Commissioner Andrea Shorter:** The conclusion, thank you President Soo. So the conclusion of the recommendation of the Panel is that the Commission on the Status of Women urged the Board of Supervisors to remove Ross Mirkarimi based on its finding of official misconduct.

**Commissioner Stephanie Simmons:** I have to say, and I think I understand where Commissioner Gamez is coming from, because we had a former Deputy District Attorney up here explaining to us what the actual charge of false imprisonment does and does not mean, so if I'm going to vote based on the language of this document, I want to make sure the language correctly reflects what the actual charges are. I mean, that's how I feel. So I think her question, you know because we all, we want to get it right, but I don't want to attach my vote to something where I feel like the information has been misrepresented.

**President Julie Soo:** Are there other comments from other Commissioners?

As I understand it, it was a domestic violence-related charge and not a plea to domestic violence per se, but it's still the false imprisonment was related to a domestic violence incident. So, and I understand I'm very much into language and nuances. And I understood this document to mean domestic violence-related charge under the Facts paragraph. And if we are to look at the statement and if we feel like we need to support the statement depending on how we vote on this, if Commissioners want to vote on the entirety of the statement, I would recommend amending where it says domestic violence offense on the first paragraph to domestic violence-related offense.

**Commissioner Alicia Gamez:** May I in that (inaudible) remind us again if violence had been in this charge it would have been a felony. He did not plead to a violent offense. He pled to an offense that, by definition, if force or violence had been involved it would have been a felony. Misdemeanor false imprisonment is, by definition, non-violent. Therefore my questions have (inaudible) the term violence. It was a domestic event perhaps, but I don't know if it was violent. Where actually, the facts do not support a claim of violence.

**Commissioner Becca Prowda:** So one thing that I would just add is that I feel like what we're being asked is whether or not we think that something that happened constitutes misconduct and falls below

the ethical conduct and standards for someone who is in a top position of law enforcement in this city. That's really what's at the heart of this. Is this an ethical conduct? Is this the standard to which we on this Commission are going to hold our law enforcement officers to? So, for me, what we're sort of discussing here is semantics and I know that words are important and they're particularly important in this case, but it was my understanding that we were asked provide an action around whether what was pled to falls below the ethical conduct and standards that we expect for our sheriff.

**Commissioner Stephanie Simmons:** I understand that but that's not what it says in the statement and I guess, and I understand where you're saying that's what we're being asked but once, you know, this is a public forum and once it goes in the record I don't know that I agree with the characterization of a domestic violence offense. I don't know that I agree with that and I don't, once this is all over and this is part of the record, people will go back and read this and say, the members of the Commission on the Status of Women voted to endorse this based on the representation that Ross Mirkarimi created a violent offense, and I don't feel comfortable. I'm being honest. I don't feel comfortable attaching my name to that. I understand where you're coming from and I understand the question, but as it's being represented it's very easy to say that words are important, they're very important because once we're all gone, someone can pull from this testimony and say no no, that's what they said . . . . (cassette flip) . . . . so for this I need to feel better about how this is characterized, what's written here.

**President Julie Soo:** I have a question of Dr. Murase. Could we entertain this because I know this is agendized so it is public notice that we're taking action on this particular item? Can we divorce ourselves from the particular statement and still find misconduct in order to recommend removal or not recommend removal to the Board of Supervisors?

**Executive Director Emily Murase:** Yes, so if the Commission would like they can vote on whether or not they support the last 2 lines of the statement. Or whether they support the statement in total, or whether adjustment to language will garner more support. So those are 3 options; at least 3 options.

**Commissioner Alicia Gamez:** May I, in response to Commissioner Prowda's question, for your information, this question of whether false imprisonment inherently means moral turpitude, has been litigated and it has been found not to be moral turpitude. So I don't know, you know, where the line of moral turpitude falls between misconduct and moral turpitude, but normally for an elected official, I

think that you have to, in order to undo an election, and to go against a fundamental basis of our government, which is election by the people, there's gotta be some basis or some standard that would go against, be sufficient to nullify an election. That is a very significant issue. If we're removing this from domestic violence, the next question is, OK, this is not about domestic violence, does it fail a standard? OK, I believe that then opens it up into a discussion of what are the issues? What are the factors that bear in removing an elected official from office? Where do we go from there? The CA courts have interpreted false imprisonment and they have found it to not be "moral turpitude" precisely because by definition false imprisonment does not inherently mean that there was an intent to harm. No intent to harm in false imprisonment.

**Commissioner Kay Gulgengay:** Madam President?

**Commissioner Julie Soo:** Yes.

**Commissioner Kay Gulgengay:** May I make a suggestion?

**Commissioner Julie Soo:** Yes.

**Commissioner Kay Gulgengay:** Having dealt with language all my life. So the last sentence where it says we strongly recommend, we could say, just throwing it out to everyone, the Commission on the Status of Women urge the Board of Supervisors to remove Ross Mirkarimi from his position as sheriff for official misconduct. Because that's the question that's going to come before the Board of Supervisors. That's their charge to either decide whether he should be removed or not be removed for official misconduct. We know in the media, we've heard what the official misconduct could be, or is not. But for this body I think we're just sending over an urge to the Board whether or not we request the Board to remove Sheriff Mirkarimi for official misconduct. I don't know if that satisfies Commissioner Simmons.

**Commissioner Andrea Shorter:** Commissioner, could you restate what you are offering as an amendment?

**Commissioner Kay Gulgengay:** That the Commission on the Status of Women urges the Board of Supervisors to remove Ross Mirkarimi from his position as Sheriff for official misconduct.

**Commissioner Julie Soo:** Thank you.

**Commissioner Stephanie Simmons:** Again, I think because the Ethics Commission, their actual statement and their decision has not been disclosed to the public, again, I don't know how we can really take a position supporting their decision or not supporting it. Again, I just, I want to be fair. I just want to be fair. And I'm not comfortable taking a position when we don't even have what the decision, what the fully disclosed decision and the written decision of what the Ethics Commission had to say. So if we're supporting, I don't know how we can support it when we haven't seen it yet, I guess is my point.

**Executive Director Emily Murase:** If I may, the Ethics Commission did make a ruling and that was publicly, I mean I, we sat through 6 hours of public comment and they made a decision and many of the Commissioners were there, they watched the proceedings so there was a public vote to find that the Sheriff did commit official misconduct.

**Commissioner Alicia Gamez:** And that's true. We don't have their dossier yet to understand how that relates specifically to the Commission on the Status of Women. I think that the testimony here that we've heard today has raised significant issues regarding, you know, we are the Commission on the Status of Women. Part of our overview is domestic violence programs in San Francisco. I believe I am accurate in saying that every single person in this room is against domestic violence and supports victims. I also think it's probably very safe to say that every person in this room believes that a woman has a right to be the author of her own life and make her own decisions. As some of you know I'm an attorney and I practice in probate and estate and tax, and one of the things that I work on . . .

**Commissioner Andrea Shorter:** Commissioner, if I might . . .

**Commissioner Alicia Gamez:** May I finish?

**Commissioner Andrea Shorter:** Yes, please do.

**Commissioner Alicia Gamez:** On conservator . . . Excuse me. On conservatorship proceedings for people who are being legally declared incompetent. It's very hard to do that. Right? It's very hard to remove, it's considered a violent act against them, it's abridgement of their civil rights to take away the ability for an individual to make their own decisions and run their own lives. And in this setting there is a point at which women's rights, women's autonomy, and domestic violence structures, legal structures, come in to some conflict. And we've heard that today in public testimony, and so as we consider this I think it is important to keep the public testimony in mind, and remember that removing a woman's right to run her own life and make her own decisions is not something to be taken lightly.

**President Julie Soo:** Excuse me. We set the ground rules at the beginning of the meeting so I'd ask the public to refrain from any reaction to comment. Commissioner Shorter.

**Commissioner Andrea Shorter:** Commissioner, I wholeheartedly agree with you and having been a member of this Commission for a little over a decade now, the work that I have certainly committed myself to doing is exactly that. I don't take it lightly. And I certainly don't take any particular protest or accusation that we are taking it lightly or that we have denied any particular woman or individual her right to pursue her course of action her way. We have not denied that at all. So there is certainly the intent to take into consideration not only the public comment that has been made here today as we move forward, but also to take into consideration other issues in terms of our ability to move forward and make sure that all San Franciscans are availed of the right to pursue life, liberty and the pursuit of happiness in a safe way. And certainly under the command and direction of law enforcement chiefs in which they have complete, or considerable trust and confidence in their ability to do so. So, I certainly, I am wholeheartedly in accord in agreement with you in terms of standing to protect any woman's right to speak of her own accord. No one has been denied that. Certainly not in this public forum and in this public body. People may not be receiving personal invitations, but it is a public body. So at the same time we want to make sure that we move forward with respect for what we are charged as Commissioners, and that is on the issues of governance. And our ability to work, or our

inability to work in a cooperative and collaborative fashion with the current chairperson, so those are considerations. No one is out to harm, no one is out to pose any particular harm to any particular individual or their family. That is not the intent.

**Commissioner Alicia Gamez:** I'm sorry if my statement made is provoking this response. I certainly did not suggest that to you.

**Commissioner Andrea Shorter:** You don't have to apologize because you know I'm going to tell you exactly what I think.

**Commissioner Alicia Gamez:** But I didn't suggest it.

**Commissioner Andrea Shorter:** Well, OK. OK.

**Commissioner Alicia Gamez:** I'm glad you're telling me and everyone what you think, but let's just be clear that that comment is not in response to my comment.

**Commissioner Andrea Shorter:** Yeah, well. So, I would like to have the Commission entertain the amendment that Commissioner Gulgengay has suggested.

**President Julie Soo:** Commissioner Gulgengay you looked like you had something to say.

**Commissioner Kay Gulgengay:** I do have something to say because I'm looking at the timing of when the Ethics Commission actually delivers their materials and documents to the Board of Supervisors and then the Board has, I believe, 30 days to actually decide it. I'm all for voting on the amendment but I'm wondering is there urgency that there are members of the Commission that have questions, not having seen the document. Is there an urgency that we have to act on this tonight and

possibly do that at September's meeting? The Board is in recess until September 4<sup>th</sup> I think, and we might even be closer to getting a recommendation, closer to when they're going to be having it before them. I'm willing to go either way; I'm just trying to address other people.

**Commissioner Andrea Shorter:** If it satisfies the Commission we can certainly do that. We basically came back as the Panel as was requested from the Commission after the Ethics Commission had adjourned and to do so in short order. So it is certainly up to the Commission as to whether or not it wants to gather more information as far as with what the Ethics piece was. We basically were following through on the request of the Commission on the Status of Women to report very promptly following the Ethics Commission's report, so as the chair of the Panel, unless there are clear objections from other members of the Panel, that's something that we would be willing to, if that is the druthers of the Commission. However, I would like to state that I do think that in projection that we will still more than likely come to the same conclusion in terms of language and commentary. And the intent for the Commission to take a stand are, to advise, the Board of Supervisors with regard to the issue of official misconduct and the Sheriff's tenability and continuing his service.

**Commissioner Kay Gulbengay:** OK, I take continuing off the table.

**Commissioner Andrea Shorter:** Can you say that again?

**Commissioner Kay Gulbengay:** I'm removing my motion to continue the matter. Because I do agree with Commissioner Shorter. What we decide now, in all likelihood we will decide in a month whether we're unanimous or not.

**President Julie Soo:** I just have to say that I actually disagreed with the deliberations of the Ethics Commission. I think in particular from Chairman Hut who said he didn't consider looking into the future the ability to do the future job. And I think that's what impinges on the Commission's work the most. I think it's important to know whether or not a person can execute his or her duties in the future. Even if this were not a domestic violence case, we're considering whether a conviction, misdemeanor conviction, rises to the level of official misconduct. I disagree that it also has to fall during office hours, in uniform, or on government premises. I look to the standards for state licensing, for

attorneys, and Commissioner Gamez I think you will agree with me. When someone is considered for admission to the State Bar they look at a person's conduct before licensing. They look at a person's conduct throughout his or her licensing history. I am an enforcement attorney for the California Department of Insurance. We do remove and revoke licenses from people who have been convicted of domestic violence, of DUI, of other things. And they can be misdemeanors. I don't necessarily look at misdemeanors as lesser things because oftentimes we know that felonies are pled down to misdemeanors, so it's just a hair's difference. But it all goes to the standard of conduct; whether or not we want to call it moral turpitude. A single act of DUI is not necessarily found to be moral turpitude, but more than one the courts have found to be moral turpitude. And I disagree, I don't know if you need to have a pattern of domestic violence because I had a co-worker... This is why I do the work that I do. Previous to my adult life, I did not know anything about domestic violence. I had not known anything about dating violence. It was only during my work life. And sad to say in 2008 the day after President Obama was elected, my colleague, a fellow attorney, was shot and killed by her husband. There was no prior history of domestic violence and yet she is dead. Her husband then turned the gun onto himself and so in that instant 2 young children were left as orphans. So I don't, I think every factual circumstance is different but I personally think that if rank and file employees are held to a standard of conduct at the local, at the state level and the federal level, then the person in charge, the person who has the most public trust because he or she is elected, should be held to an even higher standard.

**Commissioner Alicia Gamez:** I will. You make many good points. The Bar is the governing body for admission to the practice of law in California. The voters of San Francisco is the governing body for the admission to an elected office in San Francisco. The voters of San Francisco know how to do a recall. And the voters of San Francisco are the ones who should be making that call.

**President Julie Soo:** I want to say that there is a process. The voters also voted for this particular ordinance. It's not necessarily one person, there is a multiple step process, so there are checks and balances. The recall process is not available until 6 months and sadly this has dragged on for more than 6 months. I don't think a family should have to suffer and I sympathize with the family and I believe in services for family and trying to keep families intact where appropriate. So I think it's the public trust. And why can rank and file employees be removed from employment . . .

**Commissioner Alicia Gamez:** But rank and file employees cannot be removed from employment for this sort of thing. They cannot be removed from employment for a misdemeanor, non-violent, no

intent to harm . . .

**President Julie Soo:** Commissioner, I disagree with you because if I were to walk down the street naked I don't need to, I'm not going to do that, but if I were, I understand that I can be removed from my employment because I bring dishonor to my government agency. So I'm just saying that every agency has a particular standard of conduct. You don't need to be convicted of a crime so it's plain wrongful behavior

**Commissioner Alicia Gamez:** OK and so what does that mean then for our democracy, if people can be removed for, if it's a mere employment violation. By whose standards? That is the question that is now before, I think, us as a people. There is a finding of official misconduct. That official misconduct, by definition, is, and I won't repeat it again. It applies to elected officials in San Francisco. Do you really want your elected official vulnerable for removal or these proceedings that we've been watching for many months, for a misdemeanor, non-violent, no intent to harm action? Without moral turpitude.

**President Julie Soo:** There is a conviction so I'm going to leave it at that. I mean there's also the impeachment process for high crimes and misdemeanors subject to the definition of high crimes and misdemeanors but I want to offer the floor to Commissioner Kirschner-Rodriguez.

**Vice President Nancy Kirshner-Rodriguez:** Thank you. So I think as, from my perspective as we're looking at our role today, you know, I feel the need to say that we can not change the course of any of the actions that have occurred. Whether we agree with any particular point in this process, all of these actions have happened. And I'm not a lawyer so I'm not going to try to challenge the misdemeanor felony wobbler definitions of, you know, how someone pleads, what they plead, what would have happened if a trial had occurred. For the citizens of San Francisco, unfortunately and fortunately our reality is that our sheriff was convicted and chose to agree, agreed to a sentence. A sentence that domestic violence convictions, those convicted of domestic violence pursue and it is basically a requirement, so I am, I don't feel like I am here today to re-debate any of this, but just to look at this is the point that we are at in our community, and we, the Commission on the Status of Women is inextricably connected to the issue of domestic violence, family violence, elder abuse, child abuse, also improving the status of women. That's what we're here to focus on. And if I remove myself from the particulars of this and I look at the bigger perspective and the statistics that 40% of

California women in their lifetime experience some form of domestic violence. I think the challenge is, lots of people have different definitions. The law is what makes the definitions that we can abide by and so I have struggled on a daily basis to try to remove the personal, and I know there's people that will say you can't remove the personal, but I'm trying to remove the personal views and feelings and relationships because when you have someone that's been elected and then they have taken a conviction and they're overseeing the law enforcement, it's just an incongruous situation for me to understand how we could take any action except to recognize the rulings of official misconduct and make a recommendation.

**President Julie Soo:** Commissioner Shorter?

**Commissioner Andrea Shorter:** Madam President I would like to move that we, just again I would like to thank the Oversight Panel for its great work and intent in terms of moving this recommendation to the Commission. I would like for us to entertain, or actually to, hear again from Commissioner Golbengay. She had given some language in terms of, that I think would suffice, so that we can move towards a vote on this matter.

**President Julie Soo:** Emily, is this going to go as a statement or a letter? It's not an official resolution so it's just a statement from the Commission?

**Executive Director Emily Murase:** A statement, yes.

**Commissioner Kay Golbengay:** For clarification of the language, we would, Commission on the Status of Women would urge the Board of Supervisors to remove Ross Mirkarimi from his position as sheriff for official misconduct. That is the language that we'd be using. Commissioner Shorter?

**Beverly Upton:** The Oversight Panel accepts the amended statement.

**Commissioner Andrea Shorter:** Great. Panel supports the amendment. I move to approve the statement.

**President Julie Soo:** Do we have a second?

**Commissioner Andrea Shorter:** I second that.

**President Julie Soo:** Excuse me if you'd like to take your conversations outside you're welcome to do that. We're trying to conduct a meeting here.

I think we need another person to second it because you made the motion.

**Commissioner Andrea Shorter:** OK.

**Commissioner Becca Prowda:** I'll second it.

**President Julie Soo:** We have a second so we have a motion on the floor as stated by Commissioner Gulbengay. All those in favor say Ay.

**President Julie Soo, Vice President Nancy Kirshner-Rodriguez, Commissioner Becca Prowda, Commissioner Kay Gulbengay, and Commissioner Andrea Shorter:** Ay . . .

**President Julie Soo:** All those opposed.

**Commissioner Alicia Gamez and Commissioner Stephanie Simmons:** No.

**President Julie Soo:** OK. The motion carries.

Next order of business we have the 2012 Conflict of Interest Code Review.

**Commissioner Alicia Gamez:** May I just ask a clarifying question? So what we have just voted on is simply the last 2 sentences and none of the preceding ones?

**President Julie Soo:** Just the last sentence, just what Commissioner Gulbengay stated. Thank you.

So it's 2012 Conflict of Interest Code Review. Dr. Murase?

**Executive Director Emily Murase:** Yes. So annually the Commission is required to review the Conflict of Interest Code. It's the statement of incompatible activities. And so we have had an issue come up because some of our Commissioners are self-employed and we have consulted the City . . . . Perhaps we should allow. . . .

**President Julie Soo:** Emily why we don't take a moment to let the room clear. Why don't we take a 2-minute recess?

Members of the Justice & Courage Oversight Panel reviewed key policy proposals on domestic violence as follows:

#### **Key Policy Proposals on Domestic Violence**

1. Officer Involved Domestic Violence Policy
2. Workplace Policy on Domestic Violence
3. City-wide Domestic Violence Policy

The meeting also focused on three domestic violence policy items: (1) officer involved domestic violence policy, (2) citywide workplace policy on domestic violence, and (3) citywide MOU on domestic violence. Panel Member Beverly Upton reported that a draft officer involved domestic violence policy is nearing completion and that a report will be available for review in the next few months. The Panel recommended meeting with the City Attorney, the Department of Human Resources, and the Mayor's Office to review and finalize the draft citywide workplace policy on domestic violence written by former staff Laura Marshall. The Panel recommended proceeding with urging the adoption of a citywide domestic violence MOU amongst first responders.

***Action: To adopt a position on the status of the Sheriff.***

#### **C. 2012 Conflict of Interest Code Review**

Commissioners reviewed the proposed amendments to the Commission's Conflict of Interest Code. Dr. Murase explained that the amendment is for disclosure purposes for any Commissioner who is an independent contractor and what the threshold amount would be. The amendment would reflect that if a Commissioner identifies a client that receives any funding from the Department would need to be disclosed.

***Action: To approve amended language for Conflict of Interest Code.***

**m/s/c (Gulbengay/Kirshner-Rodriguez/Unanimous)**

No public comment.

## VI. PUBLIC COMMENT

Lenora Lee, choreographer, has been working on a project to reflect the experiences of Asian American trafficked women. She announced that the project will be previewed in October 12-14 at the Dan Mission Theater.

## VII. ADJOURNMENT

**Meeting adjourned in memory of Milton Marks III, Judge Ollie Marie-Victoire, Helen Gurley Brown, and Phyllis Diller. Meeting was adjourned at 6:35 pm.**

**m/s/c (Soo/Gulbengay/Unanimous)**

No public comment.

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# September 19, 2012

COSW Meeting Information - September 19, 2012

Wednesday, September 19, 2012

4:00 PM (Earlier Time)

City Hall, Room 421 (Please note Location)

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Roster:

President Julie Soo Vice President Nancy Kirshner-Rodriguez

Commissioner Alicia Gamez Commissioner Kay Gulbengay

Commissioner Rebecca Prowda Commissioner Andrea Shorter

Total Estimated Meeting Time: 1 hour 23 minutes

I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 2 min.

Remarks by President Gulbengay.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES DISCUSSION/ACTION 5 min.

Explanatory document – Draft Minutes from August 22, 2012.

Action: To approve draft minutes from August 22, 2012.

GOVERNMENT  
DOCUMENTS DEPT

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III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION/ACTION

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A. Executive Director's Report 10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA DISCUSSION/ACTION 20 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

A. Resolution Recognizing the Contributions of Deloitte on the Occasion of its Centennial

B. Resolution Recognizing Resolve to Stop the Violence Program in honor of Domestic Violence Awareness Month

C. Resolution Recognizing Commissioner Stephanie Simmons

D. Resolution Recognizing Wu Yee Children's Services 35th Anniversary

**E. Resolution Recognizing the 35th Anniversary of the Chicana Latina Foundation****V. NEW BUSINESS DISCUSSION/ACTION****A. Department on the Status of Women Annual Report 20 min.**

Dr. Emily Murase will provide an overview of the Annual Report.

**VI. Reports 20 min.**

Commissioners can report on activities related to the work of the Commission.

A. Justice & Courage Commissioner Andrea Shorter

B. Family Violence Council Executive Director Emily M. Murase

C. Health & Safety President Julie Soo

D. Gender Equality Principles Initiative Commissioner Kay Gulbengay

E. Association of California Commissions for Women Commissioner Alicia Gamez

F. Violence Against Women Prevention and Intervention Programs Commissioner Becca Prowda

G. 5th World Conference on Women Vice President Nancy Kirshner-Rodriguez

**VII. PUBLIC COMMENT DISCUSSION 5 min.**

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VIII. ADJOURNMENT ACTION 1 min.**

Adjourn the meeting.

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# September 19, 2012

COSW Meeting Information - September 19, 2012

## COMMISSION MEETING MINUTES

Wednesday, September 19, 2012

4:00 PM

City Hall, Room 421

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

### Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media & Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Policy Director Ann Lehman

Commissioner Kay Gulgengay Grants Administrator Carol Sacco

Commissioner Andrea Shorter Commission Secretary Cynthia Vasquez

Department Fellow Nawz Zahir

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Excused: Commissioner Becca Prowda

### I. Welcome

President Julie Soo called the meeting to order at 4:10 pm. President Soo requested amending the agenda to have the Consent Agenda following the agenda approval.

Action: Approve amended agenda.

m/s/c (Gulgengay/Kirshner-Rodriguez/Unanimous)

### II. Consent Agenda

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approve consent agenda.

m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)

- A. Resolution Recognizing the Contributions of Deloitte on the Occasion of its Centennial
- B. Resolution Recognizing Delia Ginorio in honor of Domestic Violence Awareness Month
- C. Resolution Recognizing Commissioner Stephanie Simmons
- D. Resolution Recognizing Wu Yee Children's Services 35th Anniversary
- E. Resolution Recognizing the 35th Anniversary of the Chicana Latina Foundation

Brian Maxwell with Deloitte expressed his appreciation on behalf of Deloitte for being recognized by the Department. Ms. Maxwell explained that it has been a great pleasure to partner with the Department on the Gender Equalities Principles Initiative and the great work that has been accomplished. Commissioners praised Deloitte and Mr. Maxwell and partners for their great work and support.

Dr. Emily Murase introduced Delia Ginorio and thanked her for her great work with the Sheriff's Survivor Restoration Project. Dr. Murase expressed how great it was to see so many supporters from the Sheriff's Office in attendance to support Ms. Ginorio. Ms. Ginorio recognized the Sheriff's Department and staff for their support over the last 15 years since she joined the Department.

Acting Sheriff Vicky Hennessy praised Ms. Ginorio for her great work and expressed how impressed she has been with Ms. Ginorio. Sunny Schwartz expressed how thrilled she was to learn of the Commission recognizing the great work and efforts of Ms. Ginorio.

Commissioner Nancy Kirshner-Rodriguez explained that she has had the pleasure of working with Ms. Ginorio and seeing firsthand how she supports other community agencies and specifically with working with the San Francisco Domestic Violence Consortium. Commissioner Kirshner-Rodriguez expressed how great it is to see so many women in leadership roles to improve the lives of others. Commissioner Kay Gulgengay expressed how impressed she is by the work of Ms. Ginorio and recommended looking at the program for other counties. Commissioner Andrea Shorter expressed her appreciation to Ms. Ginorio and the Sheriff's Office for their great work and innovative thinking.

Dr. Murase introduced Julia Hall, Communications and Grant Writer for Wu Yee Children Services. Ms. Hall explained that Wu Yee began providing services in Chinatown over 35 years ago and annually serves 21,000 clients. Wu Yee continues to grow and now has 5 different locations. Ms. Hall accepted the resolution on behalf of the hard working staff and hopes to continue to partner with the Department/Commission. Ms. Hall recognized Dr. Murase as one of the agency's long term supporters.

Commissioners expressed praise to Wu Yee for the great services the agency provides to families in San Francisco.

### III. APPROVAL OF MINUTES

Action: Approve amended minutes from August 22, 2012.

Commissioner provided a number of edits to the minutes.

Action: Motion to approve amended minutes.

m/s/c (Shorter/Gamez/Unanimous)

No public comment.

### IV. EXECUTIVE DIRECTOR'S REPORT

#### A. Executive Director's Report

Dr. Murase highlighted key parts of the Executive Director's report. Dr. Murase reported that the Department announced that Stephanie Block with Spark and a volunteer with the Department has joined the Friends of the Commission on the Status of Women Board. Ms. Block explained that she is a TechWomen Cultural Mentor this year, and introduced Lisa Sarian who is a professor of graphic design in Yemen. Ms. Sarian thanked the Commission for the warm welcome and expressed how exciting it is to learn about the many policy areas that the Commission/Department

is working on.

Dr. Murase reported that Policy Director Ann Lehman continues to work with Kat Gordon, CEO of Maternal Instinct (a woman-focused marketing firm) to convene the next GEP Roundtable, "Genderize Your Marketing: What You Don't Know Could Cost You," within the program of the 3% Conference. Organized by Ms. Gordon, this conference will bring together, for the first time, female Creative Directors from across the country to discuss gender and marketing. The roundtable is scheduled for 2:30 – 4:30 pm on Thursday, September 27, at the One L, 344 Pine Street. Dr. Murase also announced that Ms. Lehman met with a representative of Deloitte to consider developing a marketing plan for the GEP on a pro bono basis.

Dr. Murase recognized Grants Administrator Carol Sacco for her continued work with the Healthy Mother's Task Force.

Dr. Murase introduced Department Fellows Nawz Zahir, a recent graduate from Columbia University with a master's in public health; Christine Lee, a third year law student at the University of San Francisco; and Lina Molova, a undergraduate intern from San Francisco State University.

Dr. Murase reminded Commissioners of the 5th Annual Cell Phone Drive for City departments and employees during the month of October in recognition of Domestic Violence Awareness Month. Again partnering with the Department of the Environment. When cell phones and accessories are in good working order, they may be refurbished and donated back to local non-profits and distributed to women escaping domestic violence.

Dr. Murase also reminded Commissioners of the start of San Francisco's annual Heart of the City Combined Charities Campaign that runs through the month of October. The Heart of the City "Building Community Through Giving!" campaign will raise money for non-profit organizations working in our communities – from clean environments to domestic violence services to medical research to educational/scholarship opportunities. The goal this year is to have 100% staff and Commission participation.

Dr. Murase reminded everyone of the annual CEDAW Luncheon that will take place on Monday, September 17 at the Merchants Exchange Building in the Julia Morgan Ball Room at 11:30 am.

## V. NEW BUSINESS

### A. Department on the Status of Women Annual Report

Dr. Emily Murase provided an overview of the Annual Report. The Department has reached a turning point and is working on global issues, anti-violence issues, workplace issues, and CEDAW. Globally, we have worked and held monthly meeting collaborating efforts to hold a 5th United Nations World Conference on Women. We have met with the Mayor and State Department meetings, held UN workshops, and were successful in having the UN make a statement on the 5WCW.

Dr. Murase explained that, in the last 10 years, there has been a 80% decline in domestic violence homicides in San Francisco. The Department allocates approximately \$3 million in Violence Against Women Prevention and Intervention Grants services to Partner Agencies. This year, Agencies were awarded an additional \$250,000 for programs.

In the workplace, the Department continues to work on the Gender Equality Principles Initiative (GEP), holding a variety of roundtable discussions, shortening the GEP assessment tool to be more user friendly, and convening GEP

Advisory working group meetings. This year, the Department was awarded the International WorkLife Balance Award by the Italian government.

The Department continues to provide a gender analysis report of Commissions and Boards bi-annually and this year updated the Girls Report of San Francisco.

Dr. Murase reported that the Department continues to update our website and aims to have a stronger social media presence (Twitter and Facebook). We have now been in our new location for a year and have been able to expand the events hosted at the office with our larger office space. Moving forward, we have the following events scheduled:

- September 24: CEDAW Women's Human Rights Awards Luncheon
- Month of October: Cell phone drive to benefit domestic violence survivors
- November 2: Commission Retreat
- January: Human Trafficking Awareness Poster Contest
- February: UN Commission on the Status of Women
- March: Women's History Month Celebration, City Hall

Commissioners recognized the Department staff for the large amount of work accomplished with limited resources. Commissioners requested having the Annual Report disseminated among all City Departments and Community Partners to recognize the great work being done. Commissioners further suggested having it disseminated to all of our local representative as much of our work can be used as a blue print for others to reference.

Policy Director Ann Lehman reported that she made a presentation to the Alameda Commission on the Status of Women on the GEP as that Commission is considering doing a GEP initiative.

Commissioner Shorter stated that the Department should look for grants to supporting the technical assistance we are providing to other cities and counties on our great work.

## VI. Reports

Commissioners reported on activities related to the work of the Commission.

### A. Justice & Courage

Dr. Murase reported that the next meeting of the Justice and Courage Oversight Panel will be held on November 7 at City Hall in Room 408 at 9 am.

### B. Family Violence Council

Dr. Murase reported that they Family Violence Council will meet on November 28 where the Council is slated to adopt the 2011 Family Violence Council Report.

Beverly Upton, Executive Director of the Domestic Violence Consortium, explained that working on the Family Violence Council Report was a great opportunity for agencies to provide feedback and input.

### C. Health & Safety

President Julie Soo reported that she plans to attend the next Healthy San Francisco meeting slated for October 19. Ms. Soo recognized Grants Administrator Carol Sacco for her continued work and support with the Healthy Mother's

Taskforce which is reviewing the existing laws and employer policies around leaves and lactation accommodations for working mothers with infants.

Commissioner Soo is also looking into safety on public transportation, since we are City that highly promotes our public transportation services.

Commissioner Soo also expressed her concern about tracking arrest data by race. It would be great to work with the Police Department to get more accurate data.

#### **D. Gender Equality Principles Initiative**

Brian Maxwell of Deloitte and the GEP Advisory Board reported that the Board will be holding a strategy session in August to review the assessment tool to make it more user friendly. Deloitte has taken the assessment.

#### **E. Association of California Commissions for Women**

Commissioner Nancy Kirshner-Rodriguez reported that the National Association for Commissions for Women will be holding its 2013 conference in San Jose and is looking to partner with the San Francisco Commission during the planning process. Conference Organizers hope to hold a session of the conference here in San Francisco.

#### **F. Violence Against Women Prevention and Intervention Programs**

Grants Administrator Carol Sacco reported that contract amendments are in place and are good for the next year. An additional 10% was awarded across the board to reflect increases by the Mayor and the Board of Supervisors.

#### **G. 5th World Conference on Women**

Commissioner Nancy Kirshner-Rodriguez reported that the Steering Group continues to meet and some members will be traveling to New York in the next few weeks to meet with advocates and stakeholders.

The Women's Intercultural Network is in the process of approving a public position on the 5WCW.

### **VII. PUBLIC COMMENT**

Clarisa Sanchez of Catholic Charities expressed her concern with the reauthorization of the Violence Against Women Act (VAWA), a grave concern shared by agencies who provide legal services including U-Visas, since changes to this law may change the ability for U-Visa recipients to adjust their immigration status. Since the bills have yet to be consolidated, there is time to advocate for the positive proposed changes and against the negative ones.

Ms. Sanchez explained that the House and Senate have passed differing versions of VAWA and have not yet worked through the differences between the bills in order to move the legislation forward. Specifically, regarding the U-Visa, the House passed version H.R. 4970 which contains immigration provisions that would rollback current protections for U-Visa applicants. A U.S. Conference of Catholic Bishops summary of H.R. 4970's immigration provisions is available. The Senate passed version contains several positive provisions and also contains changes that would make a third drunk driving offense an aggravated felony. It should be noted that the underlying law for the U-Visa program is NOT expiring. The VAWA Reauthorization Act affects funding for VAWA-related programs. However, some legislators have used this as an attempt to change the underlying law governing the U-Visa program itself. If the VAWA Reauthorization Act were to not pass, the U-Visa process would still be in place. Ms. Sanchez hopes to work closely with the Commission to advocate for the reauthorization without negative provisions.

## VIII. ADJOURNMENT

Meeting was adjourned in memory of U.S. Ambassador Christopher Stevens at 5:55 pm.

m/s/c (Soo/Gulbengay/Unanimous)

No public comment.

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# October 24, 2012

COSW Meeting Information - October 24, 2012

## COMMISSION MEETING AGENDA

**Wednesday, October 24, 2012**

**5:00 PM**

**City Hall, Room 408**

**1 Dr. Carlton B. Goodlett Place**

**San Francisco, CA 94102**

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### **Roster:**

*President Julie Soo*  
*Rodriguez*

*Vice President Nancy Kirshner-*

*Commissioner Alicia Gamez*

*Commissioner Kay Gulgengay*

*Commissioner Rebecca Prowda*

*Commissioner Andrea Shorter*

***Total Estimated Meeting Time: 1 hour 43 minutes***

**I. CALL TO ORDER/AGENDA CHANGES****DISCUSSION/ACTION**

2 min.

Remarks by President Gubengay.

*Action: To approve the meeting agenda.***II. APPROVAL OF MINUTES****DISCUSSION/ACTION**5  
min.

Explanatory document – Draft Minutes from September 19, 2012.

*Action: To approve draft minutes from September 19, 2012.***III. EXECUTIVE DIRECTOR'S REPORT****DISCUSSION/ACTION**10  
min.**A. Executive Director's Report**

Explanatory document: The Executive Director's Report discusses the work of the Department based

on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**IV. CONSENT AGENDA****DISCUSSION/ACTION**

20 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

*Action: To approve the Consent Agenda.*

- A. Resolution Recognizing Libby Denebeim**
- B. Resolution Recognizing Congresswoman Jackie Speier**
- C. Resolution Recognizing the 10<sup>th</sup> Annual Cheyenne Bell Awards**
- D. Resolution Recognizing the October 11 as the First International Day of the Girl**

**V. NEW BUSINESS****DISCUSSION/ACTION**

- A. Gender Analysis of Commission Appointments Presentation**

*20 min.*

Maria X. Martinez a graduate of the University of San Francisco Masters of Public Affairs Program, will present on a report *“From 1994 to 2011: Are San Francisco Commissions More Representative?”*

- B. The Trust Women Silver Ribbon Campaign**

25

*min.*

Dr. Ellen Shafer of the Trust Women Campaign will present on plans for commemorating the 40<sup>th</sup> Anniversary of the Roe v. Wade decision in January 2014.

**VI. Reports**

*15min.*

Commissioners can report on activities related to the work of the Commission.

**VII. PUBLIC COMMENT****DISCUSSION**

*5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VIII. ADJOURNMENT****ACTION**

*1 min.*

**Adjourn the meeting.**

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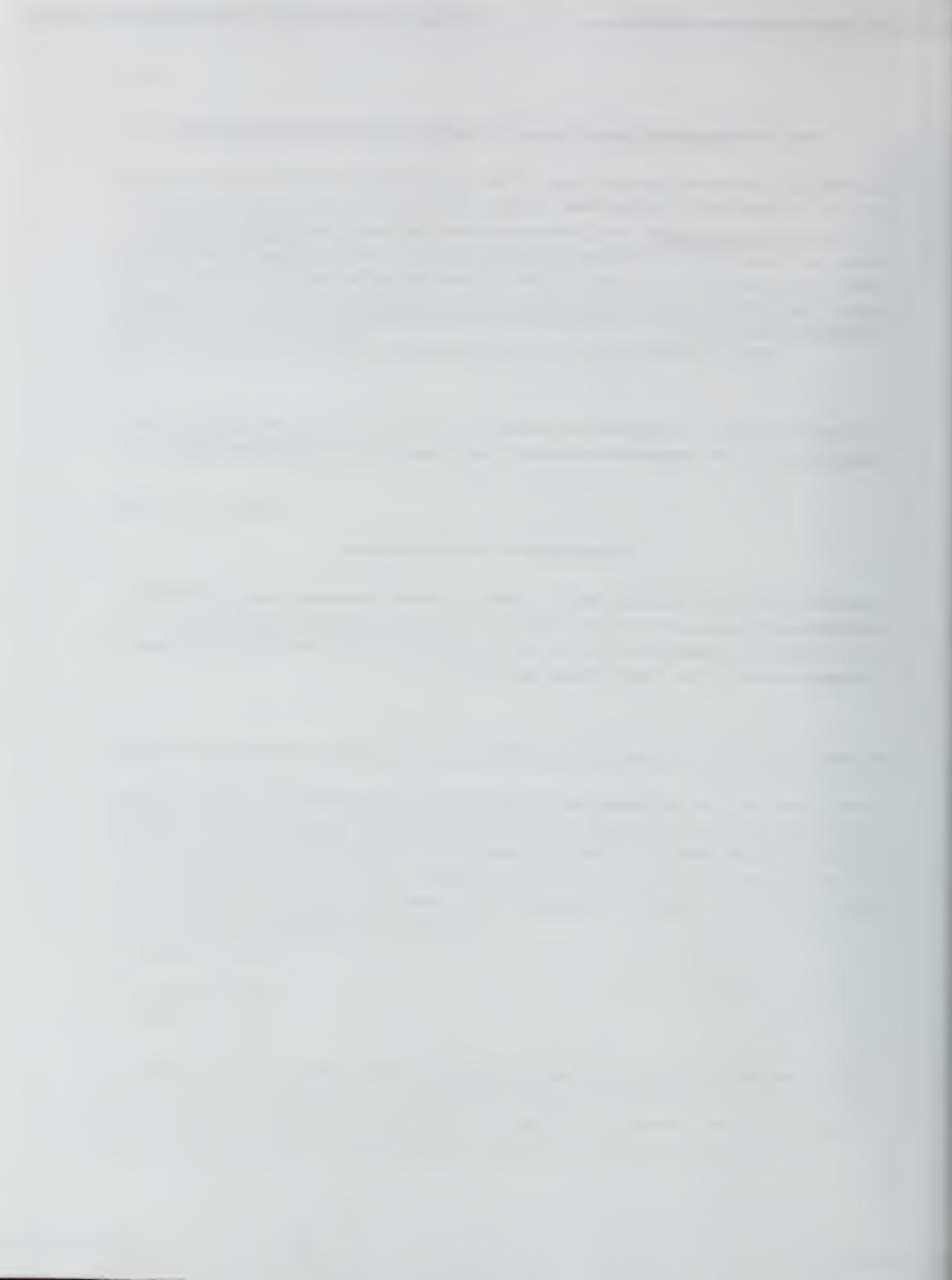
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# October 24, 2012

COSW Meeting Information - October 24, 2012

## COMMISSION MEETING MINUTES

Wednesday, October 24, 2012

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

### Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media & Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Policy Director Ann Lehman

Commissioner Kay Gubengay Grants Administrator Carol Sacco

Commissioner Becca Prowda Commission Secretary Cynthia Vasquez

Commissioner Andrea Shorter Public Policy Fellow Nancy Rock

### I. Welcome

President Julie Soo called the meeting to order at 5:03pm.

Action: Excuse Commissioners Alicia Gamez and Becca Prowda.

m/s/c (Kirshner-Rodriguez/Gubengay/Unanimous)

Action: Approve agenda.

m/s/c (Gubengay/Kirshner-Rodriguez/Unanimous)

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### II. APPROVAL OF MINUTES

No quorum at the time to approve. Minutes will be deferred to next meeting.

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### III. EXECUTIVE DIRECTOR'S REPORT

Dr. Murase reported that Community Outreach Director Aimee Allison and Marilyn Fowler of the Women's Intercultural Network (WIN), traveled to New York as part of a WIN delegation to meet with officials from the State Department, the UN, leading NGOs, and Foundation leadership to discuss plans to mark the 20 year anniversary of the Beijing Platform for Action. The delegation shared the just-completed San Francisco 5WCW Steering Committee position paper that lays out our view on holding a 5WCW without opening agreements that could reverse gains in women's human rights.

Dr. Murase reported that on September 27, the Department hosted a GEP panel at the inaugural 3% Conference that brought together, for the first time, female creative directors from across the country. Kat Gordon, an advertising executive, was inspired to create the 3% Conference after witnessing first-hand how women were not in senior leadership positions in the advertising industry and were often absent in business pitches, especially on the creative

side. She wanted to discuss why the most powerful consumer segment in the world – women – was not being marketed to from a place of understanding. Over 200 individuals were in attendance from throughout the country.

Entitled "Genderize Your Marketing: What You Don't Know Could Cost You" and was organized by Policy Director Ann Lehman, the GEP panel of marketing experts laid out the business case for effectively using gender principles in marketing and, in particular, how to capitalize on the \$7 trillion female consumer market. This event is an example of how the GEP is working to advance gender equality in workplace.

Dr. Murase was pleased to announce that the second contract amendments for FY 2012-2013 to allocate the Cost of Doing Business increase and additional funds from the Board of Supervisors are all in place and the funds have been encumbered. Partner Agencies continue to provide vital services and, to date, have spent just over \$500,000 or 18% of the grant funding.

Dr. Murase reported that on October 15, the Department held a press conference in conjunction with Supervisors Eric Mar and Malia Cohen to announce legislation for a workplace domestic violence policy for city employees. President Julie Soo, Justice & Courage Oversight Panel Chair Andrea Shorter, and I gave brief remarks. Through this press conference, the public received a strong message from Commission and Department leaders that the push for policy reforms in domestic violence response will continue.

Policy Director Ann Lehman met with the First Lady of Moldova Margareta Timofti, Principal Consultant, Community Law and Legislative Information Section, Legal Directorate of the Moldovan Parliament. They discussed the Department's work and also how Moldova could produce a status of women and girls report. Ms. Timofti explained that 80% of immigrants were women because they were able to work in families' homes and save on room and board. As in the San Francisco Bay Area, trafficking is a major concern in Moldova.

Dr. Murase reminded Commissioners that October marks the kick-off of San Francisco's annual Heart of the City Combined Charities Campaign and encourage Commissioners to participate in this important effort and contribute before the end of the month. Dr. Murase acknowledged with Carol Sacco, as she is coordinating the Department and Commission's efforts.

Dr. Murase lastly announced that the Department is coordinating the Fifth Annual Cell Phone Drive for City departments and employees during the month of October and has again partnered with the Department of the Environment. Donated cell phones are sent to a recycling facility where reusable materials, nickel, iron, cadmium, lead and cobalt from the batteries, are reclaimed. All unusable phones are disposed of in accordance with all local and national environmental standards. When cell phones and accessories are in good working order, they may be refurbished and donated back to local non-profits and distributed to women escaping domestic violence.

#### IV. Consent Agenda

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approve consent agenda.

m/s/c (Kirshner-Rodriguez/Gulbengay/Unanimous)

- A. Resolution Recognizing Libby Denebeim
- B. Resolution Recognizing Congresswoman Jackie Speier
- C. Resolution Recognizing the 10th Annual Cheyenne Bell Awards
- D. Resolution Recognizing the October 11 as the First International Day of the Girl
- E. Resolution Authorizing the Department on the Status of Women to Accept a \$650,000 Grant from the Department of Justice Office of Violence Against Women

Dr. Murase thanked Cookab Hashemi, Chief of Staff for Congresswoman Jackie Speier, for attending and recognized Congresswoman Speier for her efforts in speaking on behalf of the women who have served proudly for this country and offer our full support for her continued leadership on this important issue. Ms. Hashemi thanked the Commission for their continued support and recognition. Vice President Nancy Krishner-Rodriguez stated that it was great to see a woman as Chief of Staff.

Marlene Sanchez, Executive Director of the Center for Young Women's Development, thanked her staff Shirley Scarlet, Gaby Valle and Dr. Maya Bell. Ms. Sanchez thanked the Commission for the recognition. Commissioner Shorter acknowledged the legacy of Cheyenne Bell and recognized her as a powerful and fierce sister and recognized Ms. Sanchez for her leadership.

Dr. Murase announced the 1st ever International Day of the Girl and announced that the Commission would be recognizing a girl by the name of Malala Yousafzai who was born in Pakistan's Swat Valley. At the age of 11, gave a speech at a local press club in Peshawar stating, "How dare the Taliban take away my basic right to education?" By grade 7, Malala started writing for The BBC about life living under the Taliban and continued to do so even after her school shut down and others were destroyed due to a Taliban edict that no girls could attend school after January 15, 2009. On October 9, 2012 Malala was targeted and shot twice by a Taliban gunman, her young life included being the subject of a New York Times documentary, being interviewed by various domestic and international media, chairing the District Child Assembly Swat, participating in the Institute for War and Peace Reporting's "Open Minds" project, being nominated for the International Children's Peace Prize, and winning Pakistan's National Youth Peace Prize among others the Commission wishes to recognize the courage of Malala Yousafzai.

Dr. Murase reported that the the Department has been awarded a 2-year grant of \$650,000 by the Department of Justice Office of Violence Against Women to continue an outreach program of the District Attorney's to Limited English Proficient survivors of domestic violence.

## V. NEW BUSINESS

### A. Gender Analysis of Commission Appointments Presentation

Dr. Murase introduced Maria Martinez, a long-time dedicated staff member of the Department of Health who completed a master's of public affairs at the University of San Francisco. As part of her master's thesis, she and two classmates, Esin Nacar and Aimee Nichols, conducted an analysis of Commission appointments from 1994 to 2011. Ms. Martinez a graduate of the University of San Francisco Masters of Public Affairs Program, presented her report "From 1994 to 2011: Are San Francisco Commissions More Representative?"

Ms. Martinez recounted that, as a community activist, she initiated an analysis of Commission appointments in 1994. There were many deficiencies in Commission appointments from the perspective of cultural equity and gender equity. The team's analysis revealed that, overall, gender equity had improved. By 2011, the number of women appointed to Commissions roughly equaled the number of women in the San Francisco population. However, closer analysis

revealed continuing inequities, particularly on Commissions overseeing the largest budgets. There are still no American Indian appointments. Collecting data on LGBT appointments was very challenging. Asian American and Latino appointments lag representation in the general population. The team concluded that while improvements have been made, work remains in ensuring that minority representation on Commissions is expanded.

Discussion focused on how to ensure expanded representation of minorities in Commission appointments. Ms. Martinez observed that appointments appear to be handled disparately by appointing bodies (Mayor's Office, Board of Supervisors) and without a city-wide view. Commissioners explored possible obstacles to diverse appointments, including a lack of clarity around professional qualifications.

Vice President Kirshner-Rodriguez suggested having the same presentation at the Board of Supervisors. Commissioner Shorter stated how important it is to have women and people of color oversee larger budgets and was pleased to see that the census data was being used. Commissioner Shorter also offered to work together to better gather LGBT data.

Robin Brasso urged a requirement for all appointments to account for diversity goals.

#### **B. The Trust Women Silver Ribbon Campaign**

Dr. Ellen Shaffer gave a presentation entitled "Protecting and Celebrating Reproductive Rights." The goals of the Silver Ribbon Campaign is to "inspire action and public support for reproductive health and rights." In January 2012, the campaign hosted a "Trust Women Week" in which 82 organizations generated thousands of messages for reproductive choice, health and justice on an online map of the U.S. Banners proclaiming these messages were put up along Market Street in January 2012. Dr. Shaffer invited the Commission to support the 40th anniversary of Roe v. Wade to be celebrated on January 26, 2013, 10 am - 12N, on Justin Herman Plaza. Commissioners suggested additional organizations for Dr. Shaffer to connect with.

#### **VI. Reports**

Commissioner Shorter reported that the next Justice & Courage next Justice and Courage Meeting will take place on Wednesday, November 8 at 9:30 am, City Hall, Room 408. Commissioner Shorter expressed her concern over the continued work on improving San Francisco's domestic violence policy response given the reinstatement of the Sheriff who has been convicted of a domestic violence-related charge.

Vice President Kirshner-Rodriguez reported that JaMel Perkins and Dr. Murase joined her at a trafficking panel organized by the United Nations Association of the East Bay on Monday. She stated that there has been a strong effort to ensure that services continue to be provided to domestic violence survivors and their families.

President Julie Soo reported on the Healthy San Francisco Advisory Group meeting last Friday. Women are well-represented among clients of the Healthy San Francisco program at roughly 50%. She voiced her commitment to ensuring that the message of San Francisco's focus on women's public safety reaches the community.

Vice President Kirshner-Rodriguez reported that she Jamel Perkins of the Justice and Courage Oversight Panel and Dr. Murase attended the UN Association of the East Bay Human Trafficking event.

#### **VII. PUBLIC COMMENT**

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commissioners for their

courage and dedication related to standing with domestic violence advocates and survivors.

Dr. Murase introduced Nancy Rock, a new Public Policy Fellow with the Department.

#### VIII. ADJOURNMENT

Meeting was adjourned at 6:30 pm.

m/s/c (/Unanimous)

No public comment.

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City and County of San Francisco

# Commission on the Status of Women

Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD

JULIE SOO  
President

NANCY KIRSHNER-  
RODRIGUEZ  
Vice President

ALICIA GAMEZ  
Commissioner

KAY GULBENGAY  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

EMILY MURASE, PhD  
Executive Director

## COMMISSION RETREAT AGENDA

8:30 AM – 1 PM Public Meeting; 1 – 2 PM Closed Session

Duane Morris LLP

One Market Plaza, Spear Tower, Suite 2200  
International Room  
San Francisco, CA 94105-1127

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### Roster:

President Julie Soo

Vice President Nancy Kirshner-Rodriguez

Commissioner Alicia Gamez

Commissioner Kay Gulgengay

Commissioner Rebecca Prowda

Commissioner Andrea Shorter

\*\* Public comment will be taken throughout the meeting. \*\*

### \*\* Continental Breakfast & Networking\*\*

8:30 - 9:00 am

### I. WELCOME

9:00 – 9:05 am

Opening remarks by President Soo.

### A. Presentation by Duane Morris attorneys on the firm's Women's Initiative

9:05 – 9:15 am

### II. APPROVAL OF AGENDA - ACTION

9:15 – 9:16 am

*Action: To approve the meeting agenda.*

### III. APPROVAL OF MINUTES - ACTION

9:16 – 9:17 am

Explanatory document – Draft Minutes from October 24, 2012.

*Action: To approve draft minutes from October 24, 2012.*

### IV. INTRODUCTIONS - DISCUSSION

9:17 – 9:20 am

### V. GROUND RULES - DISCUSSION

9:20– 9:22 am

Facilitator: Julianna Hynes

### VI. COMMISSIONER ROLES - DISCUSSION

9:22 – 10:00 pm

- A. Review Commissioner Roles
- B. Determine Commission Leadership on Issues/Assignments

### VII. VISIONING - DISCUSSION

10:00 – 11:00 am

#### A. Goals for the day and visioning exercise.

#### B. GOAL: Expand gender equality in San Francisco and beyond

1. Create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs.
2. Create gender equality in San Francisco's private sector workplaces.
3. Promote women's leadership opportunities in San Francisco.
4. Pursue a 5<sup>th</sup> World Conference on Women.

5. Address the needs of girls.
6. Promote women's health.

C. **GOAL: End violence against women**

1. Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention and Intervention (VAW) Grants Program.
2. Create a seamless criminal justice response to domestic and violence.
3. Coordinate community-based and City-wide family violence prevention and intervention efforts in San Francisco.
4. End the trafficking of women into San Francisco and the wider Bay Area, and address the needs of trafficking survivors.

D. **GOAL: Maintain, expand Department capacity**

1. Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.
2. Provide high quality customer service to individual constituents, community and government agencies, and all others accessing Department services.

\*\*BREAK\*\*

11:00 – 11:10 am

**VIII. PRIORITIZING GOALS - DISCUSSION**

11:10 – 11:30 am

**IX. CONSENT AGENDA - ACTION**

11:30 – 11:45 am

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*Action: To approve the Consent Agenda.*

A. Approval of the 2013 COSW Meeting Schedule

\*\*BREAK\*\*

11:45 – 12N

**X. WORKING LUNCH: SOCIAL MEDIA TRAINING - DISCUSSION**

12N – 12:45 pm

**XI. PUBLIC COMMENT - DISCUSSION**

12:45 – 12:55 pm

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**XII. WRAP UP - DISCUSSION**

12:55 – 1:00 pm

**XIII. CLOSED SESSION - ACTION**

1:00 – 1:50 pm

A. Public comment on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b);

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

C. Open Session

*Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).*

**XIV. CLOSING REMARKS & ADJOURNMENT**

1:50 - 2:00 pm

*Action: Adjourn Meeting.*

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City and County of San Francisco

# Commission on the Status of Women & Police Commission

**Mayor Edwin M. Lee**  
**Executive Director Emily M. Murase, PhD**  
**Chief of Police, Greg Suhr**

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RODRIGUEZ  
Vice President

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Commissioner

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Commissioner

ANDREA SHORTER  
Commissioner

THOMAS MAZZUCCO  
President

DR. JOE MARSHALL  
Vice President

PETRA DEJESUS  
Commissioner

L. MARY M. TURMAN  
Commissioner

ANGELA CHAN  
Commissioner

CAROL KINGSLEY  
Commissioner

SUZY LOFTUS  
Commissioner

## JOINT MEETING OF THE COMMISSION ON THE STATUS OF WOMEN AND THE POLICE COMMISSION MEETING AGENDA Wednesday, December 5, 2012 5:00 PM

City Hall, Legislative Chamber, Room 250  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

*Total Estimated Meeting Time: 2 hours 0 minutes*

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### I. CALL TO ORDER/AGENDA CHANGES

### DISCUSSION/ACTION

2 min.

Welcome by President Soo and President Mazzucco. Introductions by Commissioners

*Action: To approve the meeting agenda.*

### II. JOINT CONSENT AGENDA

### DISCUSSION/ACTION

12 min.

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*Action: To approve the Consent Agenda.*

### A. To support the reauthorization of the federal Violence Against Women Act.

**B. To recognize the 10 Year Anniversary of the Justice & Courage Project on Domestic Violence Policy Reform.**

### III. SAN FRANCISO'S RESPONSE TO DOMESTIC & FAMILY VIOLENCE

### DISCUSSION

#### • *2011 Comprehensive Report on Family Violence in San Francisco*

20 min.

Council Chairs will present key findings and recommendations of the 2011 Report.

#### • **Domestic Violence Prosecution Rates**

20 min.

Staff of the District Attorney's Office will review challenges and opportunities related to San Francisco's prosecution rates for domestic violence.

#### • **Update on JUSTIS and the Domestic Violence Query & Reporting Module**

20 min.

The leadership of the JUSTIS Governance Council will present an overview of progress to date.

- Report from the SFPD Working Group on Language Access 20 min.  
The Working Group will present a summary of activities and findings.
- SFPD Special Victims Unit (SVU) 20 min.  
Chief of Police Gregory P. Suhr: Introduction and overview of anti-trafficking, child abuse, domestic violence, and elder abuse enforcement activities.

**IV. PUBLIC COMMENT** **DISCUSSION** 5 min.  
This item is to allow members of the public to comment generally on matters within the Commissions' purview as well as to suggest new agenda items for Commissions' future consideration.

**V. ADJOURNMENT** **ACTION** 1 min.  
**Adjourn the meeting.**

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City and County of San Francisco

# Commission on the Status of Women & Police Commission

*Mayor Edwin M. Lee  
Executive Director Emily M. Murase, PhD  
Chief of Police, Greg Suhr*

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Vice President

ALICIA GAMEZ  
Commissioner

KAY GULBENGAY  
Commissioner

REBECCA PROWDA  
Commissioner

ANDREA SHORTER  
Commissioner

## MINUTES OF JOINT MEETING OF THE COMMISSION ON THE STATUS OF WOMEN AND THE POLICE COMMISSION MEETING AGENDA

Wednesday, December 5, 2012

5:00 PM

City Hall, Legislative Chamber, Room 250  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

THOMAS MAZZUCCO  
President

DR. JOE MARSHALL  
Vice President

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Commissioner

L. JULIUS M. TURMAN  
Commissioner

ANGELA CHAN  
Commissioner

CAROL KINGSLEY  
Commissioner

SUZY LOFTUS  
Commissioner

### COSW Commissioners

President Julie Soo  
Vice President Nancy Kirshner-  
Rodriguez  
Commissioner Alicia Gamez  
Commissioner Kay Gulbengay  
Commissioner Becca Prowda  
Commissioner Andrea Shorter

### DOSW Staff Present

Executive Director Emily M. Murase, PhD  
Media & Community Affairs Director Aimee Allison  
Outreach and Development Manager Stacey Hoang  
Policy Director Ann Lehman  
Grants Administrator Carol Sacco  
Commission Secretary Cynthia Vasquez  
Department Fellow Nancy Rock

### Police Commissioners

President Thomas Mazzucco  
Vice President Dr. Joe Marshall  
Commissioners L. Julius M. Turman  
Commissioner Angela Chan  
Commissioner Carol Kingsley  
Commissioner Suzy Loftus

### SFPD Staff Present

Chief of Police Greg Suhr

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## I. CALL TO ORDER/AGENDA CHANGES

President Soo (COSW) and President Mazzucco (Police Commission) welcomed everyone. Commissioners introduced themselves. Meeting called to order at 5:13 pm.

Action: To approve the meeting agenda.

m/s/c (Gulbengay/Kirshner-Rodriguez/Unanimous)

## II. JOINT CONSENT AGENDA

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DISCUSSION/ACTION 12 min.

A. To support the reauthorization of the federal Violence Against Women Act.

**B. To recognize the 10 Year Anniversary of the Justice & Courage Project on Domestic Violence Policy Reform.**

**Action: To approve the Consent Agenda.**  
m/s/c (Kirshner-Rodriguez/Loftus/Unanimous)

On the occasion of the 10 year anniversary of the Justice & Courage Project on Domestic Violence Policy Reform, Commissioner Shorter introduced members of the Justice & Courage Oversight Panel, past and present. Recognized in person were Beverly Upton, JaMel Perkins, Kathy Black, and Marily Mondejar. Commissioner Shorter also acknowledged the work of former Panel Chairs Susan Leal, Fiona Ma, and Dorka Keehn.

Dr. Murase provided background on the Justice & Courage Oversight Project that was launched in the year 2002, following the brutal murder of Claire Joyce Tempongko by her ex-boyfriend in front of her children in the year 2000. The investigation conducted at the request of the Commission revealed fundamental gaps in San Francisco's response to domestic violence. These gaps gave rise to hundreds of recommendations, by department, for domestic violence policy reforms. The members of the Justice & Courage Oversight Panel dedicated themselves to eliminate domestic violence. Dr. Murase was very pleased to announce that, compared to 10 years ago when there were about 10 domestic violence homicides annually, there were **no** homicides in this calendar year so far.

Commissioner Loftus thanked the Justice and Courage Oversight Panel members, past and present, for their leadership and for making changes to help San Francisco families stay safe. The Oversight Panel made over 400 recommendations that have directly changed the response to family violence, including 3 new police codes to identify child abuse, domestic violence, and elder abuse. She acknowledged that change takes time and, in the past 10 years many, changes have been made.

Dr. Marshall highlighted the Kansas City tragedy and expressed his sadness over the violence that continues to affect families. Dr. Marshall announced the December 15 gun buy-back event that will take place in San Francisco and Oakland.

President Mazzucco was very gratified to see how much progress has been made in the past 10 years in the criminal justice system's response to domestic violence.

**III. SAN FRANCISO'S RESPONSE TO DOMESTIC & FAMILY VIOLENCE**

**• *2011 Comprehensive Report on Family Violence in San Francisco***

The Family Violence Council (FVC) Tri-Chairs Beverly Upton, Executive Director, Domestic Violence Consortium, Kathy Baxter, Executive Director, Child Abuse Prevention Council, and Talitha Guinn, Director of Elder Abuse Prevention, Institute on Aging, presented key finding and recommendations of the *2011 Report*. Ms. Upton expressed her thanks to both Commissions working and meeting collaboratively. The Tri-Chairs presented a statistical overview of child abuse, domestic violence, and elder abuse. Ms. Baxter explained that child abuse, domestic violence, and elder abuse are all family violence and the Council is a collaboration of all vested parties discussing the different needs and issues. The FVC is the first in the state that covers all 3 areas of violence across the lifespan.

Commissioner Loftus remarked on the importance of collaboration in addressing violence.

Commissioner Gamez stated that, like Ms. Guinn, she would like to see advances in addressing elder abuse in the future.

Commissioner Gulbengay thanked the Police Department and Police Chief Suhr, in particular, for his leadership on establishing a Special Victims Unit and bringing together inspectors specially trained to address family violence.

Commissioner Chan requested recommendations related to the Police Department.

- **Domestic Violence Prosecution Rates**

Cristine Soto DeBerry of the District Attorney's Office reported on the challenges facing the domestic violence prosecutors. Compared to Santa Clara County, the San Francisco office has far fewer attorneys, victim advocates, and support staff. In addition, the San Francisco Public Defender previously assigned 2 misdemeanor attorneys to specialize in domestic violence but has now assigned domestic violence cases across 12 attorneys. Meanwhile, the District Attorney currently only has 3 attorneys dedicated to domestic violence cases.

President Mazzucco asked Ms. DeBerry to explain the unique demands of prosecutors who work on domestic violence cases. She stated that working with domestic violence requires very "high touch" interactions with victims to establish trust and confidence in the criminal justice system. Assistant District Attorney Jean Roland who oversees the Domestic Violence Unit further elaborated on the need for sufficient resources to counter victim recanting and minimizing that frequently occur.

Commissioner Gamez asked about victim resources at the District Attorney's Office. Ms. DeBerry responded that victims can access social services even if they do not pursue prosecution and regardless of immigration status.

Commissioner Loftus thanked the District Attorney's Office for coming before the Commissions. She recognized Assistant District Attorney Jean Roland and Liz Aguilar-Tarchi. Commissioner Loftus also commended District Attorney George Gascon and Board of Supervisor President David Chiu for putting resources into services that will keep families safe.

President Mazzucco asked about additional challenges in prosecuting domestic violence cases. Ms. Roland stated that, due to the 2004 Supreme Court "Crawford" decision, 911 tapes, taped statements, and officer statements have been largely disallowed in court. Domestic violence victims are forced to appear in the courtroom in-person for cross-examination.

- **Update on JUSTIS and the Domestic Violence Query & Reporting Module**

Deputy City Administrator Linda Yeung reviewed a PowerPoint presentation on the JUSTIS system, a data hub for criminal justice case management systems. After presenting overview information, she reviewed 4 sample reports from the Domestic Violence Query and Reporting Module commissioned by the Department on the Status of Women as part of the Justice & Courage Project.

1. DV Cases - Arrested and /or Booked
2. DV Cases - Arrested/Booked by Zip Code
3. DV Cases - Sentenced vs. Dismissed
4. DV Cases - Convicted: Felony vs. Misdemeanor.

Commissioner Shorter thanked the JUSTIS team for the extraordinary progress demonstrated by the presentation. She stated that she is very excited to share, discuss, and publicize this landmark achievement by the JUSTIS Project.

Commissioner Kingsley asked whether the data collection effort was long-term and sustainable. Ms. Yeung explained that, yes, it was both long-term and sustainable. The JUSTIS Project will replace the current CABLE/CMS mainframe system used by the Police Department.

Commissioner Chan asked whether JUSTIS would be connected to federal databases and who will analyze the data. Rob Castiglia, JUSTIS Project Manager, explained that it will replace the CABLE/CMS system and to connect all criminal justice agencies in the City. Mr. Castiglia explained that each department controls the data and will grant other departments' access to the data.

- **Report from the SFPD Working Group on Language Access**

Samara Marion of the Office of Citizen Complaints provided an overview of the working group's activities. In 2006, representatives from 22 organizations came together to develop an SFPD language access policy. Within 2 years,

Department General Order 5.20 was adopted by the Police Commission and considered a national model for language access.

In the SFPD, there are over 150 bilingual police officers, one of the highest in the nation. The Police Department, in partnership with 22 organizations, produced a brochure on how to file a police report for the general public that is available in 5 languages.

The SFPD issued a Department Bulletin, followed by roll call training, on Limited English Proficiency (LEP) victims and dominant aggressor scenarios. A multilingual card explains to Limited English Proficiency individuals the process for reporting crimes and that services will be provided in their respective languages.

Language certification is available through the Department of Human Resources in Spanish, Chinese, and Russian. The Police Department received 1800 calls requiring language services (1060 for Spanish, 400 in Mandarin, and 340 in other languages including Russian). The police dispatch system is currently being updated to identify bilingual officers to be dispatched to the scene of a crime.

Deputy Chief Michael Biel explained that the SFPD recently reissued the language certification exam and 14 officers along with 4 Police Service Aids were certified. The Department is also working with the Police Academy, developing roll call trainings, and will be updating the cadet training to expand language access.

President Soo asked how the Police Department is expending the \$500,000 line item for language access. Officer Chang reported that \$250,000 is for premium pay for bilingual officers and \$32,000 pays for Language Line. President Soo urged a cross disciplinary approach to training and cited the Department on the Status of Women “Bridges to Freedom Language Fluency Program” as an example.

Commissioner Loftus thanked the SFPD for its leadership and expressed how important it is to outreach the various communities to build trust with the first responders. Deputy Chief Biel explained that when citizens come in and speak another language, cards have been made to hand to victims letting them know that the SFPD is there to help and someone that can help them in their native language will be with them shortly.

Commissioner Chan suggested having signs in the neighborhoods in the diverse languages to let people know that services are provided in the various languages.

Commissioner Gamez expressed her concerns with “Secure Communities” and the reporting of the immigration status of residents who report crime to U.S. Immigration and Customs Enforcement (ICE).

Police Chief Suhr very clearly asserted that San Francisco is a Sanctuary City, meaning that the police are there to help no matter the language, country of origin, or immigration status of victims.

Arthi Chakravarthy with Asian Pacific Islander Legal Services explained that many of clients that they serve are Limited English Proficiency (LEP) and do not attend community meetings or events. Although much progress has been made by the SFPD, she still often hears that interpretation services are not offered to clients. Ms. Chakravarthy suggested having the Language Line personnel receive domestic violence and cultural competency training. Another suggestion is to have SFPD provide emergency protection orders to the victim in her/his native languages.

Beverly Upton with the Domestic Violence Consortium explained that the domestic violence community is in support of Assemblymember Tom Ammiano’s TRUST Act, legislation that would limit law enforcement’s obligation to implement Secure Communities, a controversial federal program that has resulted in many deportations for minor infractions and created considerable fear in the immigrant community.

- **SFPD Special Victims Unit (SVU)**

Police Chief Suhr provided an overview of anti-trafficking, child abuse, domestic violence, elder abuse, and sex crimes enforcement activities. Chief Suhr explained that the SFPD has been facing a staffing crisis and, thanks to Mayor Lee’s

leadership, they are in the process of hiring new officers. Furthermore, the SFPD is in the process of working on an SFPD officer-involved domestic violence policy.

Captain Denise Flaherty explained that the units making up the SVU strengthens the Department as it allows the expansion of knowledge-sharing.

Vice President Kirshner-Rodriguez expressed that seeing the SVU and leveraging people's expertise is most successful when collaborations happen. San Francisco has always been known as an innovative city. She urged both Commissions to continue to look for regional partnerships.

Commissioner Marshall stated that he would like to hear more on prevention programs and best practices for prevention programs. Commissioner Marshall offered to work with the Commissions on prevention programs.

President Soo announced her hope that the San Francisco Unified School District will be integrating dating violence, dating models, and economic empowerment into the middle and high school curriculums.

President Mazzucco thanked everyone for the valuable information and important information that was shared. The goal of the SFPD, District Attorney, Commission on the Status of Women, and the Office of Citizens Complaint is to help crime victims. Domestic violence and family violence are a community matter. President Soo expressed how honored she was to preside over a meeting with common goals of making San Francisco a safe city for families and all residents.

#### **IV. PUBLIC COMMENT**

None.

#### **V. ADJOURNMENT**

**Action: Adjourn the meeting in memory of Kay G. Gulbengay, Inspector Mike Nevins, Officer Colin Caser, Officer Phillip Weish, and Officer Thomas Westbrook. Meeting was adjourned at 8:33 pm.**  
**m/s/c (Chan/Loftus/Unanimous)**

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